



June 1997

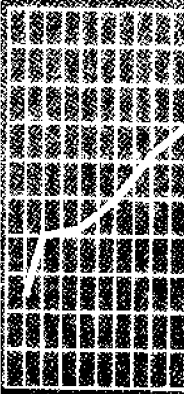
Final  
Issue  
See page 2

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# Award Rates of Pay Indexes

## Australia

Statistics



## NOTES

### NOTE

This is the final issue of this publication.

The Australian Bureau of Statistics (ABS) is currently developing a new *Wage Cost Index*. This index will measure quarterly movements in underlying wage rates resulting from enterprise, workplace and individual employee agreements, as well as changes to award rates. The ABS expects to begin publishing the new index in *Wage Cost Index, Australia* (ABS Catalogue No. 6345.0) in March 1998. For further information about the Wage Cost Index, please phone (06) 252 7418.

Should you require statistics about wage movements prior to the release of the Wage Cost Index, the ABS publishes each quarter Average Weekly Ordinary Time Earnings (AWOTE) statistics in *Average Weekly Earnings, Preliminary* (ABS Catalogue No. 6301.0) and in *Average Weekly Earnings, States and Australia* (ABS Catalogue No. 6302.0). Further information about AWOTE statistics can be obtained by phoning (08) 9360 5304.

### ABOUT THIS PUBLICATION

The *Award Rates of Pay Indexes* are compiled from data obtained from wage fixing authorities, both federal and State, relating to variations in prescribed award wages and hours.

*Revisions:* Users should note that revisions to indexes are made where award variations are retrospective, or when there is a delay in receipt of notification of variations. See paragraph 21 of the Explanatory Notes.

### NOTES ON INDEXES

The award rates of pay indexes for this June 1997 issue have been updated following receipt of a significant number of award variations from State and Australian industrial relations commissions. See paragraphs 18 and 21 of the Explanatory Notes.

Wage variations from enterprise bargaining awards and agreements since October 1991 are generally excluded from award rates of pay indexes. See paragraphs 17 to 20 of the Explanatory Notes.

### SYMBOLS AND OTHER USAGES

.. not applicable

As the indexes are rounded to one decimal place, discrepancies may occur between the published annual percentage changes in tables 1, 4, 5 and 6 and the value which would be produced by calculating the percentage change from the published statistics.

### INQUIRIES

For information about other ABS statistics and services, please refer to the back of this publication.

For further information about these statistics, contact Patricia Dopita on (06) 252 6695

W. McLennan  
Australian Statistician

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## SUMMARY OF FINDINGS

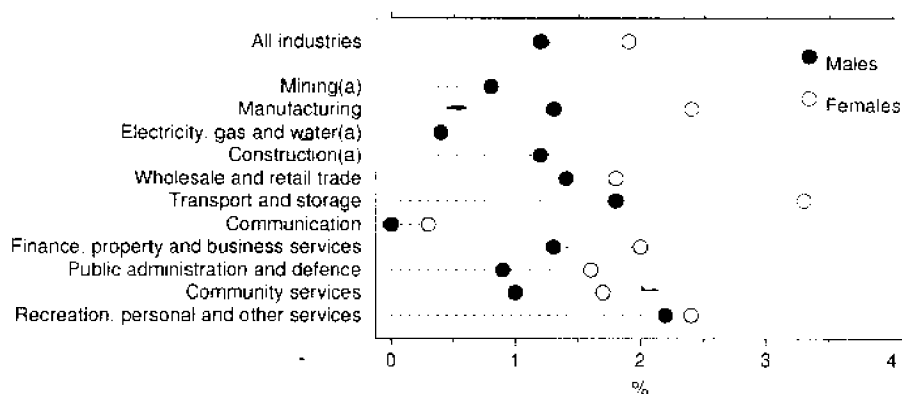
### ANNUAL MOVEMENTS

#### GENERAL

Over the 12 months to June 1997, the weekly award rates of pay indexes for full-time adult employees rose by 1.4%. For full-time adult females and full-time adult males the indexes rose by 1.9% and 1.2% respectively.

#### INDUSTRY

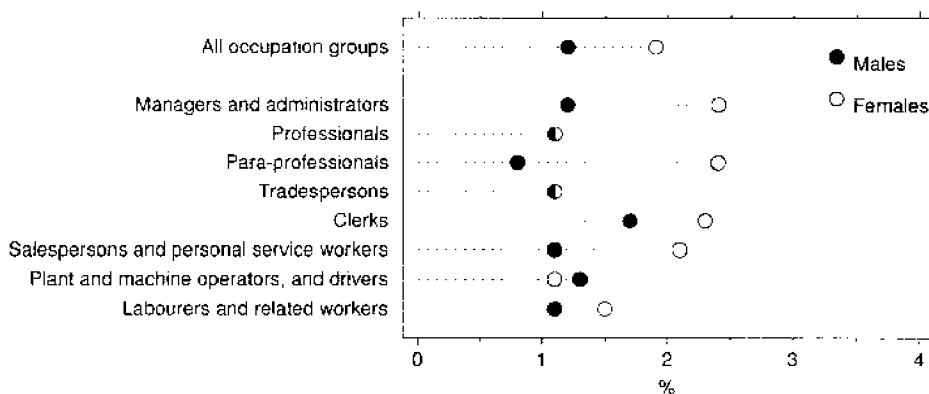
The largest industry movements over the annual period for full-time adult females and males occurred in the Transport and storage industry (3.3% and 1.8% respectively), and the Recreation, personal and other services industry (2.4% and 2.2% respectively).



(a) Data not available for females in these industries.

#### OCCUPATION

In terms of occupation groups, the largest increases for full-time adult females were for Managers and administrators, and Para-professionals (both 2.4%). For full-time adult males the largest increases were for Clerks (1.7%), and Plant and machine operators, and drivers (1.3%).



#### STATE

At the State level, the largest increases in the year to June 1997 for full-time adult females were in New South Wales (3.4%) and South Australia (2.2%). For full-time adult males the largest increases were in New South Wales and the Australian Capital Territory (both 1.5%).

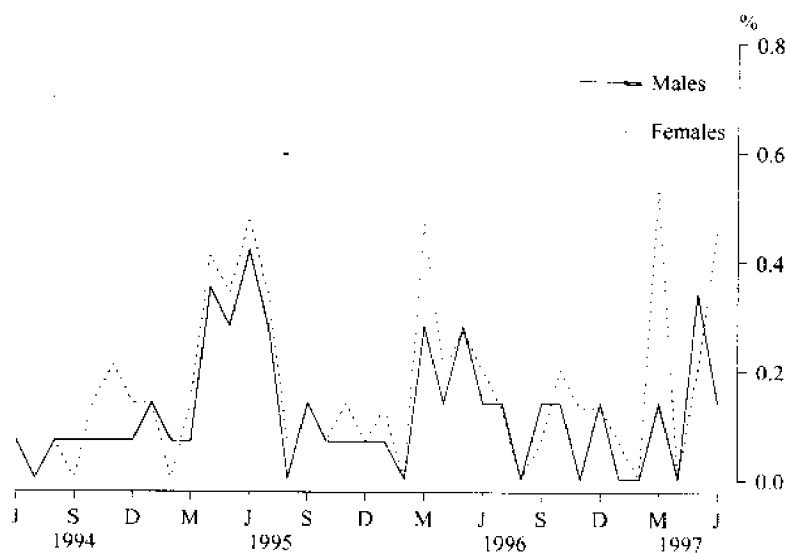
## SUMMARY OF FINDINGS *continued*

### MONTHLY MOVEMENTS

For the period May 1997 to June 1997 the largest industry movements for full-time adult females occurred in the Finance, property and business services industry (0.8%), and in the Manufacturing and Wholesale and retail trade industries (both 0.6%). For full-time adult males the largest movements occurred in the Wholesale and retail trade industry, and the Finance, property and business services industry (both 0.3%).

In terms of occupation groups, the largest increases for full-time adult females and males were for Clerks (0.8% and 0.3% respectively), and Managers and administrators (0.6% and 0.3% respectively).

At the State level, the largest increases for full-time adult females were in South Australia (1.0%) and New South Wales (0.8%). For full-time adult males the largest increase was in New South Wales (0.2%).



### EFFECTS OF WAGE CASE DECISIONS

Variations from the October 1993 'safety net' principle wage case are being applied to awards as they are ratified i.e. from December 1993.

Following the Safety Net Review of April 1997, there was a relatively strong increase in the indexes in May 1997 for males and females, which continued for the indexes for females in June 1997.

**TABLE 1. AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : AUSTRALIA  
BASE : JUNE 1985 = 100.0**

Month	Weekly Series			Hourly Series		
	Males	Females	Persons	Males	Females	Persons
<i>June —</i>						
1985	100.0	100.0	100.0	100.0	100.0	100.0
1986	103.8	104.2	104.0	103.9	104.3	104.0
1987	109.7	110.4	109.9	109.8	110.9	110.2
1988	114.8	115.3	114.9	115.0	116.3	115.4
1989	122.5	123.9	122.9	123.1	125.5	123.8
1990	130.4	132.0	130.9	131.2	133.7	132.0
1991	133.6	135.9	134.3	134.6	137.8	135.6
1992	138.2	140.4	138.9	139.3	142.4	140.3
1993	139.3	141.9	140.1	140.5	143.8	141.5
1994	141.2	144.1	142.1	142.5	146.2	143.7
<i>1995</i>						
June	143.6	147.1	144.7	145.0	149.5	146.4
July	144.0	147.6	145.1	145.3	150.0	146.8
August	144.0	147.7	145.2	145.4	150.1	146.8
September	144.2	147.8	145.3	145.6	150.3	147.0
October	144.3	147.9	145.4	145.6	150.3	147.1
November	144.4	148.1	145.6	145.8	150.6	147.2
December	144.5	148.2	145.6	145.8	150.6	147.3
<i>1996</i>						
January	144.6	148.4	145.8	146.0	150.9	147.5
February	144.6	148.4	145.8	146.0	150.9	147.5
March	145.0	149.1	146.3	146.4	151.6	148.0
April	145.2	149.4	146.5	146.6	151.9	148.2
May	145.6	149.8	146.9	147.0	152.3	148.6
June	145.8	150.1	147.1	147.2	152.7	148.9
July	146.0	150.3	147.3	147.4	152.9	149.1
August	146.0	150.3	147.4	147.5	152.9	149.1
September	146.2	150.4	147.5	147.6	153.0	149.2
October	146.4	150.7	147.7	147.8	153.3	149.5
November	146.4	150.9	147.8	147.9	153.6	149.6
December	146.6	151.1	148.0	148.0	153.8	149.8
<i>1997 —</i>						
January	146.6	151.2	148.1	148.1	153.9	149.9
February	146.6	151.2	148.1	148.1	153.9	149.9
March	146.8	152.0	148.4	148.2	154.7	150.2
April	146.8	152.0	148.4	148.2	154.7	150.2
May	147.3	152.3	148.9	148.8	155.1	150.7
June	147.5	153.0	149.2	149.0	155.8	151.1
<i>Percentage change from corresponding month of previous year</i>						
<i>1995 —</i>						
June	1.7	2.1	1.8	1.8	2.3	1.9
<i>1996 —</i>						
June	1.5	2.0	1.7	1.5	2.1	1.7
<i>1997 —</i>						
June	1.2	1.9	1.4	1.2	2.0	1.5

**TABLE 2. WEEKLY AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), AUSTRALIA  
BASE : JUNE 1985 = 100.0**

Industry (ASIC)	1996						1997						
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June
MALES													
Mining	146.1	147.1	147.1	147.1	147.1	147.1	147.2	147.2	147.2	147.2	147.2	147.2	147.2
Manufacturing	148.2	148.3	148.4	148.4	148.6	148.7	148.8	148.8	148.8	148.9	148.9	149.9	150.0
Food, beverages and tobacco	146.0	146.1	146.2	146.2	146.2	146.4	146.6	146.6	146.6	146.8	146.8	147.2	147.3
Textiles: Clothing and footwear	161.9	161.9	161.9	161.9	162.0	162.0	162.1	162.1	162.1	162.1	162.1	162.9	162.9
Chemicals, petroleum, coal	141.8	142.1	142.1	142.1	142.2	142.2	142.3	142.3	142.3	142.4	142.4	143.6	143.7
Metal products, machinery & equipment	147.1	147.2	147.3	147.5	147.8	147.8	147.8	147.8	147.8	147.9	147.9	149.4	149.5
Basic metal products	141.4	141.4	141.4	141.4	141.4	141.5	141.5	141.6	141.6	141.7	141.7	142.1	142.2
Fabricated metal products;													
Other machinery and equipment	151.3	151.4	151.4	151.5	151.5	151.5	151.5	151.5	151.5	151.7	151.7	154.2	154.3
Transport equipment	145.7	145.7	146.2	146.6	147.4	147.4	147.4	147.4	147.4	147.4	147.4	148.4	148.4
Other manufacturing(a)	152.6	152.8	152.9	153.0	153.1	153.1	153.3	153.3	153.3	153.4	153.4	154.9	155.0
Electricity, gas and water	137.9	138.0	138.0	138.0	138.0	138.0	138.2	138.2	138.2	138.2	138.2	138.2	138.5
Construction	144.8	145.2	145.2	145.2	145.4	145.4	145.5	145.6	145.6	145.7	145.7	146.4	146.4
Wholesale and retail trade	153.8	154.0	154.0	154.0	154.0	154.0	154.1	154.1	154.1	154.4	154.4	155.6	156.0
Wholesale trade	150.1	150.2	150.2	150.2	150.2	150.3	150.4	150.4	150.4	151.0	151.0	152.0	152.6
Retail trade	157.1	157.3	157.3	157.3	157.3	157.4	157.4	157.4	157.4	157.5	157.5	158.9	159.0
Transport and storage	140.5	140.6	140.6	141.5	142.2	142.2	142.7	142.7	142.7	142.7	142.7	143.1	143.1
Communication	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9
Finance, property & business services	143.1	143.4	143.4	143.4	143.5	143.6	143.8	143.8	143.8	144.3	144.3	144.5	145.0
Public administration and defence	146.1	146.4	146.4	146.4	147.2	147.2	147.3	147.4	147.4	147.4	147.4	147.4	147.4
Community services	144.9	145.2	145.3	145.3	145.5	145.7	145.9	146.0	146.0	146.1	146.1	146.2	146.4
Recreation, personal and other services	150.6	150.8	151.0	151.6	151.8	151.8	152.2	152.7	152.7	152.9	152.9	153.8	153.9
All industries	145.8	146.0	146.0	146.2	146.4	146.4	146.6	146.6	146.6	146.8	146.8	147.3	147.5
FEMALES													
Manufacturing	153.7	153.8	153.8	153.8	153.9	153.9	154.0	154.0	154.0	155.1	155.1	156.4	157.4
Food, beverages and tobacco	146.3	146.4	146.6	146.6	146.6	146.7	147.1	147.1	147.1	149.5	149.5	149.9	152.3
Textiles: Clothing and footwear	163.8	163.8	163.8	163.8	163.8	163.8	163.8	163.8	163.8	163.8	163.8	165.1	165.1
Other manufacturing(a)	154.7	154.7	154.8	154.9	155.2	155.2	155.2	155.2	155.2	156.3	156.3	157.9	158.9
Wholesale and retail trade	152.6	152.7	152.7	152.7	152.8	152.8	152.8	152.8	152.9	153.9	153.9	154.3	155.3
Wholesale trade	149.9	149.9	150.0	150.0	150.1	150.1	150.1	150.2	150.2	152.4	152.4	152.7	154.8
Retail trade	154.0	154.1	154.1	154.1	154.2	154.2	154.2	154.2	154.3	154.7	154.7	155.1	155.6
Transport and storage	141.8	142.1	142.1	142.3	146.1	146.1	146.1	146.1	146.1	146.3	146.3	146.3	146.5
Communication	138.6	138.6	138.6	138.6	139.0	139.0	139.0	139.0	139.0	139.0	139.0	139.0	139.0
Finance, property & business services	144.1	144.4	144.4	144.4	144.4	144.5	144.5	144.6	144.6	145.8	145.8	145.8	147.0
Public administration and defence	151.9	152.3	152.3	152.3	154.1	154.1	154.3	154.4	154.4	154.4	154.4	154.4	154.4
Community services	150.7	150.9	150.9	151.0	151.1	151.7	151.9	152.1	152.1	152.8	152.8	152.8	153.2
Recreation, personal and other services	155.6	155.9	155.9	156.2	156.6	156.7	157.1	157.5	157.5	157.6	157.6	159.0	159.3
All industries	150.1	150.3	150.3	150.4	150.7	150.9	151.1	151.2	151.2	152.0	152.0	152.3	153.0
PERSONS													
Mining	145.8	146.8	146.8	146.8	146.8	146.9	146.9	146.9	146.9	146.9	146.9	146.9	147.0
Manufacturing	149.4	149.5	149.6	149.6	149.8	149.8	149.9	149.9	149.9	150.3	150.3	151.4	151.7
Food, beverages and tobacco	146.1	146.2	146.3	146.3	146.3	146.4	146.7	146.7	146.7	147.4	147.4	147.8	148.5
Textiles: Clothing and footwear	163.1	163.2	163.2	163.2	163.2	163.2	163.2	163.2	163.2	163.3	163.3	164.4	164.4
Chemicals, petroleum, coal	143.3	143.5	143.5	143.5	143.6	143.6	143.7	143.7	143.7	144.3	144.3	145.4	145.9
Metal products, machinery & equipment	147.7	147.8	147.9	148.0	148.3	148.3	148.3	148.3	148.3	148.6	148.6	150.1	150.4
Basic metal products	141.5	141.5	141.5	141.5	141.5	141.5	141.5	141.7	141.7	141.8	141.8	142.2	142.3
Fabricated metal products;													
Other machinery and equipment	151.3	151.4	151.4	151.4	151.5	151.5	151.5	151.5	151.5	151.9	151.9	154.3	154.7
Transport equipment	146.7	146.7	147.1	147.4	148.2	148.2	148.2	148.2	148.2	148.3	148.3	149.4	149.5
Other manufacturing(a)	153.0	153.1	153.2	153.3	153.5	153.5	153.6	153.6	153.6	153.9	153.9	155.4	155.7
Electricity, gas and water	137.9	138.0	138.0	138.0	138.0	138.0	138.2	138.2	138.2	138.2	138.2	138.2	138.5
Construction	145.0	145.4	145.4	145.4	145.6	145.6	145.8	145.8	145.8	146.0	146.0	146.7	146.9
Wholesale and retail trade	153.4	153.5	153.5	153.5	153.6	153.6	153.7	153.7	153.7	154.3	154.3	155.2	155.8
Wholesale trade	150.0	150.1	150.1	150.1	150.2	150.2	150.3	150.3	150.3	151.4	151.4	152.2	153.2
Retail trade	155.9	156.1	156.1	156.1	156.1	156.1	156.2	156.2	156.2	156.4	156.4	157.4	157.7
Transport and storage	140.7	140.8	140.8	141.6	142.7	142.7	143.1	143.1	143.1	143.2	143.2	143.5	143.5
Communication	135.7	135.7	135.7	135.7	135.8	135.8	135.8	135.8	135.8	135.9	135.9	135.9	135.9
Finance, property & business services	143.6	143.9	143.9	143.9	144.0	144.0	144.2	144.2	144.2	145.1	145.1	145.2	146.0
Public administration and defence	147.5	147.8	147.8	147.8	148.9	148.9	149.0	149.1	149.1	149.1	149.1	149.1	149.1
Community services	147.9	148.2	148.3	148.3	148.4	148.9	149.0	149.2	149.2	149.6	149.6	149.7	150.0
Recreation, personal and other services	152.9	153.1	153.2	153.7	154.0	154.0	154.4	154.9	154.9	155.0	155.0	156.1	156.4
All industries	147.1	147.3	147.4	147.5	147.7	147.8	148.0	148.1	148.1	148.4	148.4	148.9	149.2

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing.

**TABLE 3. WEEKLY AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : OCCUPATION, AUSTRALIA  
BASE : JUNE 1985 = 100.0**

Occupation	1996							1997						
	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	
MALES														
Managers and administrators	142.3	142.6	142.6	142.7	143.0	143.0	143.1	143.2	143.2	143.5	143.5	143.7	144.1	
Professionals	143.5	143.8	143.9	143.9	144.1	144.3	144.4	144.5	144.5	144.6	144.6	144.7	145.0	
Para-professionals	142.4	142.6	142.6	142.8	142.9	143.0	143.1	143.2	143.2	143.3	143.3	143.4	143.5	
Engineering etc	140.4	140.7	140.7	140.7	140.9	141.0	141.0	141.1	141.1	141.1	141.1	141.4	141.4	
Police	148.9	148.9	149.1	149.4	149.4	149.4	149.4	149.4	149.4	149.4	149.4	149.4	149.4	
Other para-professionals	140.9	141.1	141.2	141.3	141.5	141.6	141.9	141.9	141.9	142.1	142.1	142.2	142.3	
Tradespersons	146.7	146.8	146.9	146.9	147.1	147.1	147.2	147.2	147.2	147.2	147.2	148.2	148.3	
Metal	147.0	147.2	147.3	147.4	147.7	147.7	147.8	147.8	147.8	147.8	147.8	149.2	149.3	
Electrical and electronic	139.9	140.0	140.1	140.1	140.2	140.2	140.2	140.2	140.2	140.3	140.3	140.6	140.7	
Building	145.4	145.6	145.5	145.6	145.8	145.8	145.8	145.9	145.9	145.9	145.9	146.7	146.8	
Vehicle	155.7	155.7	155.8	155.8	155.9	155.9	156.0	156.0	156.0	156.0	156.0	157.8	157.9	
Other	149.6	149.8	149.9	150.0	150.1	150.2	150.2	150.3	150.3	150.4	150.4	151.0	151.0	
Clerks	144.1	144.4	144.4	144.5	145.3	145.3	145.4	145.5	145.5	146.0	146.0	146.1	146.6	
Salespersons & personal service workers	149.6	149.7	149.8	149.9	150.0	150.2	150.3	150.4	150.4	150.5	150.5	151.0	151.2	
Plant and machine operators, and drivers	147.0	147.2	147.2	147.4	147.5	147.6	148.0	148.0	148.0	148.1	148.1	148.8	148.8	
Labourers and related workers	146.8	147.0	147.0	147.3	147.4	147.4	147.5	147.6	147.6	147.6	147.6	148.3	148.3	
Trades assistants and factory hands	148.4	148.6	148.6	148.8	148.8	148.9	149.0	149.0	149.0	149.0	149.0	150.0	150.1	
Construction and mining labourers	143.2	143.5	143.5	143.8	143.9	143.9	144.0	144.0	144.0	144.1	144.1	144.5	144.5	
Other labourers	146.9	147.1	147.2	147.5	147.7	147.7	147.9	147.9	147.9	148.0	148.0	148.5	148.5	
All occupation groups	145.8	146.0	146.0	146.2	146.4	146.4	146.6	146.6	146.6	146.8	146.8	147.3	147.5	
FEMALES														
Managers and administrators	150.1	150.3	150.3	150.4	150.7	150.9	151.3	151.4	151.6	152.5	152.6	152.8	153.7	
Professionals	148.4	148.5	148.5	148.5	148.6	149.0	149.1	149.2	149.2	149.4	149.4	149.4	150.0	
Para-professionals	156.1	156.3	156.3	156.3	156.5	157.5	157.6	158.0	158.1	159.3	159.3	159.4	159.8	
Registered nurses	161.7	161.9	161.9	161.9	162.0	163.4	163.6	164.1	164.2	166.0	166.0	166.1	166.5	
Other para-professionals	146.0	146.4	146.4	146.5	146.9	147.0	147.1	147.3	147.3	147.5	147.5	147.7	147.9	
Tradespersons	152.4	152.8	152.8	152.9	153.0	153.0	153.3	153.3	153.3	153.4	153.4	153.9	154.2	
Clerks	147.3	147.5	147.5	147.6	148.1	148.1	148.2	148.3	148.3	149.5	149.5	149.6	150.8	
Stenographers	147.0	147.2	147.2	147.2	147.9	147.9	148.1	148.2	148.2	149.2	149.2	149.2	150.3	
Receptionists	149.0	149.2	149.2	149.3	149.8	149.8	149.9	150.0	150.0	151.2	151.2	151.6	152.7	
Salespersons & personal service workers	153.6	153.8	153.8	154.0	154.4	154.9	155.1	155.3	155.3	156.3	156.3	156.5	156.9	
Plant and machine operators, and drivers	159.4	159.4	159.5	159.5	159.6	159.6	159.7	159.7	159.7	159.7	159.7	161.1	161.1	
Labourers and related workers	148.6	148.9	149.0	149.0	149.1	149.2	149.4	149.7	149.7	149.8	149.8	150.9	150.9	
Trades assistants and factory hands	151.9	152.0	152.0	152.0	152.1	152.1	152.3	152.3	152.3	152.3	152.3	154.2	154.3	
Cleaners	139.1	139.5	139.5	139.6	139.6	139.7	139.8	140.1	140.1	140.1	140.1	140.3	140.3	
Other labourers	149.6	150.0	150.0	150.1	150.3	150.4	150.8	151.2	151.2	151.4	151.4	152.1	152.2	
All occupation groups	150.1	150.3	150.3	150.4	150.7	150.9	151.1	151.2	151.2	152.0	152.0	152.3	153.0	
PERSONS														
Managers and administrators	143.9	144.1	144.2	144.3	144.5	144.6	144.8	144.8	144.9	145.3	145.3	145.5	146.0	
Professionals	145.4	145.6	145.6	145.6	145.8	146.1	146.2	146.3	146.3	146.4	146.4	146.5	146.9	
Para-professionals	146.6	146.7	146.8	146.9	147.1	147.4	147.5	147.7	147.7	148.2	148.2	148.3	148.4	
Engineering etc	140.5	140.8	140.8	140.8	141.1	141.1	141.2	141.2	141.2	141.2	141.2	141.6	141.6	
Registered nurses	160.9	161.0	161.0	161.1	161.1	162.5	162.7	163.2	163.3	165.0	165.0	165.1	165.5	
Police	149.0	149.0	149.2	149.4	149.4	149.4	149.4	149.4	149.4	149.4	149.4	149.4	149.4	
Other para-professionals	140.7	140.9	141.0	141.1	141.4	141.4	141.6	141.7	141.7	141.8	141.8	141.9	142.0	
Tradespersons	147.1	147.3	147.3	147.4	147.6	147.6	147.7	147.7	147.7	147.7	147.7	148.6	148.7	
Metal	147.2	147.4	147.5	147.5	147.9	147.9	147.9	147.9	147.9	148.0	148.0	149.4	149.4	
Electrical and electronic	139.9	140.0	140.1	140.1	140.1	140.1	140.2	140.2	140.2	140.3	140.3	140.6	140.7	
Building	145.5	145.7	145.6	145.7	145.9	145.9	145.9	146.0	146.0	146.0	146.0	146.8	146.8	
Vehicle	155.6	155.6	155.7	155.7	155.8	155.9	155.9	155.9	155.9	155.9	155.9	157.8	157.9	
Clerks	146.0	146.2	146.2	146.3	146.9	146.9	147.0	147.1	147.1	148.0	148.0	148.1	149.0	
Stenographers	146.4	146.7	146.7	146.7	147.4	147.4	147.6	147.6	147.6	148.6	148.6	148.7	149.7	
Receptionists	147.6	147.8	147.8	147.9	148.5	148.5	148.6	148.7	148.7	149.7	149.7	149.9	150.8	
Salespersons & personal service workers	151.6	151.7	151.7	151.9	152.2	152.5	152.6	152.8	152.8	153.4	153.4	153.8	154.0	
Plant and machine operators, and drivers	148.8	149.0	149.0	149.1	149.2	149.3	149.7	149.7	149.7	149.8	149.8	150.6	150.6	
Labourers and related workers	147.2	147.4	147.5	147.7	147.8	147.8	148.0	148.1	148.1	148.1	148.1	148.9	148.9	
Trades assistants and factory hands	149.2	149.3	149.4	149.5	149.6	149.6	149.7	149.7	149.7	149.8	149.8	151.0	151.0	
Construction and mining labourers	143.4	143.7	143.7	144.0	144.1	144.1	144.3	144.3	144.3	144.3	144.3	144.8	144.8	
Cleaners	144.3	144.5	144.5	144.8	144.8	144.9	145.0	145.1	145.1	145.2	145.2	145.4	145.4	
Other labourers	147.7	148.0	148.1	148.3	148.5	148.6	148.8	149.0	149.0	149.1	149.1	149.7	149.7	
All occupation groups	147.1	147.3	147.4	147.5	147.7	147.8	148.0	148.1	148.1	148.4	148.4	148.9	149.2	



**TABLE 4. WEEKLY AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : STATES, TERRITORIES AND AUSTRALIA  
BASE : JUNE 1985 = 100.0**

<i>Month</i>	<i>NSW</i>	<i>Vic.</i>	<i>Qld</i>	<i>SA</i>	<i>WA</i>	<i>Tas.</i>	<i>NT</i>	<i>ACT</i>	<i>Aust.</i>
<b>MALES</b>									
<i>1996</i>									
June	143.1	148.3	145.6	148.7	143.9	147.9	145.0	150.4	145.8
July	143.5	148.4	145.7	149.0	144.1	148.0	145.0	150.5	146.0
August	143.5	148.4	145.7	149.2	144.2	148.1	145.0	150.5	146.0
September	143.6	148.4	146.4	149.2	144.2	148.2	145.0	150.6	146.2
October	143.7	148.6	146.6	149.3	144.3	148.4	145.3	152.3	146.4
November	143.8	148.8	146.6	149.3	144.4	148.6	145.4	152.3	146.4
December	144.0	149.0	146.6	149.3	144.4	148.7	145.5	152.3	146.6
<i>1997</i>									
January	144.1	149.0	146.6	149.4	144.4	148.7	145.5	152.3	146.6
February	144.1	149.0	146.6	149.4	144.5	148.7	145.5	152.3	146.6
March	144.4	149.1	146.7	149.4	144.5	148.7	145.5	152.3	146.8
April	144.4	149.1	146.7	149.4	144.5	148.7	145.5	152.3	146.8
May	145.0	149.8	147.1	150.0	144.6	149.0	145.5	152.6	147.3
June	145.3	149.9	147.1	150.2	144.6	149.0	145.5	152.6	147.5
Annual change (%)	1.5	1.1	1.1	1.0	0.5	0.7	0.4	1.5	1.2
<b>FEMALES</b>									
<i>1996</i>									
June	148.4	152.5	149.6	152.4	148.6	147.6	149.0	149.5	150.1
July	148.8	152.5	149.7	152.7	148.9	147.6	149.2	149.7	150.3
August	148.8	152.5	149.8	152.8	148.9	147.7	149.2	149.7	150.3
September	148.9	152.5	149.8	152.8	149.0	147.9	149.2	149.8	150.4
October	149.3	152.8	150.0	152.9	149.2	148.3	149.5	151.3	150.7
November	149.7	153.0	150.0	152.9	149.3	148.6	149.5	151.3	150.9
December	149.8	153.3	150.1	152.9	149.4	148.7	149.5	151.4	151.1
<i>1997</i>									
January	149.9	153.4	150.3	152.9	149.7	148.7	149.5	151.4	151.2
February	149.9	153.4	150.3	153.0	149.7	148.7	149.5	151.6	151.2
March	151.9	153.4	150.4	153.8	149.7	148.7	149.5	151.6	152.0
April	151.9	153.4	150.4	153.8	149.7	148.7	149.5	151.7	152.0
May	152.3	153.8	150.5	154.1	149.9	149.2	149.5	152.1	152.3
June	153.5	154.1	150.5	155.7	150.3	149.2	149.5	152.1	153.0
Annual change (%)	3.4	1.0	0.6	2.2	1.2	1.1	0.3	1.8	1.9
<b>PERSONS</b>									
<i>1996</i>									
June	144.8	149.7	146.8	149.7	145.3	147.9	146.6	150.1	147.1
July	145.2	149.7	146.9	150.0	145.5	147.9	146.7	150.2	147.3
August	145.2	149.7	146.9	150.2	145.6	148.0	146.7	150.2	147.4
September	145.2	149.7	147.4	150.2	145.6	148.1	146.7	150.3	147.5
October	145.4	150.0	147.6	150.3	145.8	148.4	147.0	151.9	147.7
November	145.6	150.2	147.6	150.3	145.8	148.6	147.1	151.9	147.8
December	145.8	150.4	147.7	150.3	145.9	148.7	147.1	152.0	148.0
<i>1997</i>									
January	145.9	150.5	147.7	150.4	146.0	148.7	147.1	152.0	148.1
February	145.9	150.5	147.7	150.4	146.0	148.7	147.1	152.0	148.1
March	146.7	150.5	147.8	150.7	146.0	148.7	147.1	152.0	148.4
April	146.7	150.5	147.8	150.7	146.0	148.7	147.1	152.1	148.4
May	147.3	151.1	148.1	151.2	146.2	149.0	147.1	152.4	148.9
June	147.9	151.3	148.1	151.8	146.3	149.1	147.1	152.5	149.2
Annual change (%)	2.1	1.1	0.9	1.4	0.7	0.8	0.4	1.6	1.4

**TABLE 5. WEEKLY AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA  
ANNUAL PERCENTAGE CHANGE JUNE 1996 TO JUNE 1997  
BASE : JUNE 1985 = 100.0**

	Annual change (%)								
Industry (ASIC)	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
MALES									
Mining	1.2	0.7	0.8	0.2	0.0	0.0	1.9		0.8
Manufacturing	1.4	1.2	1.2	2.0	0.4	1.4	0.6	0.2	1.3
Electricity, gas and water	0.0	1.2	0.0	0.2	0.3	0.2	0.2	2.0	0.4
Construction	1.7	0.9	1.0	0.8	0.7	0.6	0.3	1.2	1.2
Wholesale and retail trade	2.5	1.2	0.5	1.2	0.5	0.8	0.5	1.7	1.4
Transport and storage	1.7	1.0	4.7	0.3	0.4	1.6	3.8	2.0	1.8
Communication	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Finance, property and business services	2.6	0.5	0.3	0.2	0.5	0.1	0.2	0.8	1.3
Public administration and defence	1.0	1.0	0.2	0.8	0.6	0.3	0.3	1.9	0.9
Community services	1.2	1.5	0.7	0.3	0.7	0.7	0.0	0.6	1.0
Recreation, personal and other services	3.5	1.2	1.6	1.8	0.8	1.9	0.0	3.4	2.2
All industries	1.5	1.1	1.1	1.0	0.5	0.7	0.4	1.5	1.2
FEMALES									
Manufacturing	3.9	0.9	1.0	6.8	1.1	1.6	1.7	0.7	2.4
Wholesale and retail trade	3.8	0.3	0.4	1.5	0.3	0.3	0.9	5.4	1.8
Transport and storage	2.4	4.5	5.0	1.7	2.6	6.9	5.5	5.4	3.3
Communication	0.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.3
Finance, property and business services	4.7	0.3	0.2	1.2	0.2	0.3	0.6	1.5	2.0
Public administration and defence	2.0	1.7	0.7	1.6	1.5	1.2	0.6	2.0	1.6
Community services	3.0	1.4	0.5	0.5	1.8	0.9	0.0	0.4	1.7
Recreation, personal and other services	4.7	1.4	1.4	1.5	0.8	2.3	0.2	4.0	2.4
All industries	3.4	1.0	0.6	2.2	1.2	1.1	0.3	1.8	1.9

**TABLE 6. WEEKLY AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA  
ANNUAL PERCENTAGE CHANGE JUNE 1996 TO JUNE 1997  
BASE : JUNE 1985 = 100.0**

Occupation	Annual change (%)								
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
MALES									
Managers and administrators	1.8	0.7	1.0	0.6	0.5	0.2	0.1	2.2	1.2
Professionals	1.3	1.5	0.3	0.5	0.5	0.4	0.3	1.0	1.1
Para-professionals	0.9	0.6	0.8	0.6	0.6	0.6	0.1	0.9	0.8
Tradespersons	1.1	1.2	1.1	1.2	0.5	0.8	0.1	1.6	1.1
Clerks	3.0	1.1	1.1	1.1	0.9	0.9	0.9	1.9	1.7
Salespersons and personal service workers	1.9	0.5	0.6	1.0	0.4	0.9	0.7	1.9	1.1
Plant and machine operators, and drivers	2.2	1.0	1.1	0.9	0.2	0.8	1.0	1.5	1.3
Labourers and related workers	0.9	1.2	1.4	1.4	0.5	0.8	0.7	0.9	1.1
All occupation groups	1.5	1.1	1.1	1.0	0.5	0.7	0.4	1.5	1.2
FEMALES									
Managers and administrators	4.1	0.9	1.3	2.1	1.1	0.5	0.2	1.4	2.4
Professionals	0.9	2.0	0.1	0.4	0.6	0.1	0.0	0.4	1.1
Para-professionals	4.8	1.0	0.5	0.7	2.7	2.6	0.0	0.3	2.4
Tradespersons	1.7	0.8	0.8	1.4	0.9	1.2	0.4	0.4	1.1
Clerks	4.6	0.8	0.4	3.8	0.7	1.2	0.6	2.0	2.3
Salespersons and personal service workers	4.0	0.7	0.5	1.4	1.5	1.1	0.2	2.5	2.1
Plant and machine operators, and drivers	1.8	0.5	1.8	2.7	1.6	1.0	0.0	1.4	1.1
Labourers and related workers	1.8	1.5	1.5	1.0	1.1	1.0	0.5	0.9	1.5
All occupation groups	3.4	1.0	0.6	2.2	1.2	1.1	0.3	1.8	1.9

**TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA**  
**BASE : JUNE 1985 = 100.0**

Industry (ASIC)	NSW				Vic.				Qld			
	1996		1997		1996		1997		1996		1997	
	June	Apr.	May	June	June	Apr.	May	June	June	Apr.	May	June
<b>MALES</b>												
Mining	152.3	154.2	154.2	154.2	141.0	141.8	141.8	142.0	147.5	148.6	148.6	148.6
Manufacturing	144.8	145.6	146.6	146.8	150.5	151.0	152.3	152.3	147.8	148.6	149.5	149.5
Food, beverages and tobacco	145.9	146.6	146.7	146.9	145.1	146.3	147.1	147.1	146.3	146.5	146.5	146.5
Textiles, clothing and footwear	169.0	169.5	170.6	170.8	159.5	159.7	160.2	160.2	163.2	163.2	163.8	163.8
Chemicals, petroleum, coal	137.7	138.9	139.8	140.0	147.4	147.6	149.3	149.3	140.5	140.8	141.8	141.8
Metal products, machinery & equipment	142.4	143.0	144.5	144.7	150.0	150.6	152.2	152.2	151.2	152.5	154.5	154.5
Basic metal products	134.5	134.6	134.9	135.1	152.1	152.1	153.2	153.2	136.8	136.8	136.9	136.9
Fabricated metal products:												
Other machinery and equipment	147.0	147.4	149.8	150.0	154.1	154.3	157.2	157.2	155.8	156.4	159.1	159.1
Transport equipment	143.0	144.4	145.6	145.8	146.1	147.3	148.0	148.0	149.6	153.7	155.0	155.0
Other manufacturing(a)	150.2	151.7	153.3	153.4	157.9	157.9	159.9	159.9	144.1	144.8	145.0	145.0
Electricity, gas and water	133.1	133.1	133.1	133.1	137.7	138.3	138.4	139.3	141.7	141.7	141.7	141.7
Construction	142.1	143.7	144.4	144.6	145.3	145.8	146.5	146.6	145.0	145.2	146.4	146.4
Wholesale and retail trade	153.6	155.0	156.5	157.4	156.1	156.4	157.9	158.0	150.3	150.6	151.1	151.1
Wholesale trade	148.4	150.5	151.7	153.2	153.1	153.4	154.7	154.8	146.8	146.9	147.2	147.2
Retail trade	159.3	159.8	161.7	162.0	159.0	159.3	161.0	161.0	152.8	153.1	153.8	153.8
Transport and storage	136.1	137.5	138.3	138.4	141.6	142.9	143.0	143.0	144.9	151.6	151.7	151.7
Communication	135.4	135.5	135.5	135.5	134.0	134.0	134.0	134.0	134.7	134.7	134.7	134.7
Finance, property & business services	142.3	144.6	145.0	146.1	145.1	145.7	145.9	145.9	144.9	145.3	145.4	145.4
Public administration and defence	139.3	140.7	140.7	140.7	151.7	153.3	153.3	153.3	144.9	145.2	145.2	145.2
Community services	142.2	143.8	143.8	143.9	148.8	150.2	150.3	151.0	142.5	143.4	143.5	143.5
Recreation, personal and other services	148.9	152.8	154.0	154.0	153.8	154.5	155.7	155.7	156.4	158.5	158.9	158.9
<i>All industries</i>	<i>143.1</i>	<i>144.4</i>	<i>145.0</i>	<i>145.3</i>	<i>148.3</i>	<i>149.1</i>	<i>149.8</i>	<i>149.9</i>	<i>145.6</i>	<i>146.7</i>	<i>147.1</i>	<i>147.1</i>
<b>FEMALES</b>												
Manufacturing	150.6	153.2	154.5	156.4	156.3	156.4	157.6	157.6	153.6	154.1	155.1	155.1
Food, beverages and tobacco	143.6	145.4	145.4	146.7	148.1	149.3	150.6	150.6	150.1	150.5	150.5	150.5
Textiles, clothing and footwear	169.5	169.7	172.3	172.4	161.3	161.3	161.8	161.8	167.2	167.2	171.1	171.1
Other manufacturing(a)	151.1	155.1	157.4	160.1	159.3	159.3	160.8	160.8	149.4	150.6	151.1	151.1
Wholesale and retail trade	151.3	154.3	154.7	157.0	151.7	151.8	152.1	152.2	154.4	154.7	154.9	155.0
Wholesale trade	148.2	153.0	153.4	157.1	149.8	150.1	150.4	150.6	152.3	152.7	152.7	153.1
Retail trade	153.9	155.4	155.8	157.0	152.5	152.6	152.9	152.9	155.2	155.3	155.6	155.6
Transport and storage	138.6	141.6	141.6	142.0	144.5	151.0	151.0	151.0	142.1	149.3	149.3	149.3
Communication	138.2	139.2	139.2	139.3	137.9	137.9	137.9	137.9	140.3	140.3	140.3	140.3
Finance, property & business services	140.1	143.9	143.9	146.7	147.2	147.7	147.7	147.7	148.5	148.7	148.7	148.7
Public administration and defence	150.4	153.5	153.5	153.5	151.6	154.2	154.2	154.2	151.0	152.2	152.2	152.2
Community services	150.9	155.1	155.1	155.4	155.0	156.5	156.5	157.3	146.8	147.5	147.5	147.5
Recreation, personal and other services	155.6	159.4	162.1	163.0	151.6	152.5	153.8	153.8	157.7	159.9	159.9	159.9
<i>All industries</i>	<i>148.4</i>	<i>151.9</i>	<i>152.3</i>	<i>153.5</i>	<i>152.5</i>	<i>153.4</i>	<i>153.8</i>	<i>154.1</i>	<i>149.6</i>	<i>150.4</i>	<i>150.5</i>	<i>150.5</i>
<b>PERSONS</b>												
Mining	151.9	153.7	153.7	153.8	141.2	142.0	142.0	142.2	147.3	148.3	148.4	148.4
Manufacturing	146.0	147.1	148.2	148.7	152.1	152.5	153.7	153.7	148.7	149.5	150.4	150.4
Food, beverages and tobacco	145.3	146.3	146.4	146.9	145.7	146.9	147.8	147.8	146.9	147.2	147.2	147.2
Textiles, clothing and footwear	169.3	169.7	171.7	171.8	160.7	160.8	161.3	161.3	165.9	165.9	168.8	168.8
Chemicals, petroleum, coal	140.2	142.1	142.8	143.8	147.6	147.7	149.5	149.5	141.9	142.2	143.1	143.1
Metal products, machinery & equipment	143.1	144.0	145.6	146.1	150.6	151.1	152.8	152.8	151.2	152.4	154.3	154.3
Basic metal products	134.2	134.4	134.7	134.9	152.0	152.0	153.1	153.1	137.7	137.7	137.8	137.8
Fabricated metal products:												
Other machinery and equipment	147.4	148.5	150.8	151.6	154.0	154.1	156.9	156.9	155.3	155.8	158.4	158.4
Transport equipment	143.2	144.8	146.0	146.4	147.4	148.4	149.4	149.4	149.7	153.7	155.0	155.0
Other manufacturing(a)	150.3	152.4	154.1	154.8	158.1	158.2	160.1	160.1	144.7	145.6	145.8	145.8
Electricity, gas and water	133.3	133.3	133.3	133.3	137.6	138.3	138.3	139.1	141.3	141.3	141.3	141.3
Construction	142.6	144.5	145.2	145.6	145.2	145.7	146.4	146.5	145.4	145.5	146.7	146.7
Wholesale and retail trade	152.8	154.7	155.9	157.3	154.7	154.9	156.1	156.1	151.6	151.9	152.3	152.3
Wholesale trade	148.3	151.4	152.3	154.5	152.3	152.6	153.7	153.8	148.0	148.2	148.4	148.5
Retail trade	157.2	158.1	159.4	160.0	156.5	156.7	157.9	157.9	153.7	153.9	154.5	154.5
Transport and storage	136.5	138.2	138.8	138.9	142.0	144.0	144.1	144.1	144.7	151.5	151.5	151.5
Communication	136.2	136.5	136.5	136.5	134.9	134.9	134.9	134.9	136.0	136.0	136.0	136.0
Finance, property & business services	141.3	144.3	144.5	146.4	146.2	146.8	146.8	146.8	146.7	147.0	147.0	147.0
Public administration and defence	141.9	143.8	143.8	143.8	151.7	153.5	153.5	153.5	146.3	146.7	146.7	146.7
Community services	146.9	149.9	149.9	150.1	152.1	153.5	153.5	154.3	144.7	145.5	145.6	145.6
Recreation, personal and other services	151.8	155.7	157.5	157.9	152.8	153.6	154.9	154.9	157.3	159.5	159.7	159.7
<i>All industries</i>	<i>144.8</i>	<i>146.7</i>	<i>147.3</i>	<i>147.9</i>	<i>149.7</i>	<i>150.5</i>	<i>151.1</i>	<i>151.3</i>	<i>146.8</i>	<i>147.8</i>	<i>148.1</i>	<i>148.1</i>

For footnotes see end of table.

**TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Industry (ASIC)	SA				WA				Tas.			
	1996		1997		1996		1997		1996		1997	
	June	Apr.	May	June	June	Apr.	May	June	June	Apr.	May	June
<b>MALES</b>												
Mining	140.9	141.0	141.0	141.1	134.7	134.7	134.7	134.7	150.9	150.9	150.9	150.9
Manufacturing	152.4	153.6	155.2	155.4	146.6	147.1	147.2	147.2	152.0	153.1	153.7	154.1
Food, beverages and tobacco	154.2	154.4	155.0	155.9	143.5	144.0	144.1	144.1	146.2	149.7	150.3	150.3
Textiles; Clothing and footwear	163.0	163.0	164.4	165.9	170.0	170.0	173.9	173.9	160.1	160.3	160.7	160.7
Chemicals, petroleum, coal	167.0	167.0	167.0	167.4	136.6	136.6	136.6	136.6	139.7	139.7	139.7	139.7
Metal products, machinery & equipment	150.4	152.2	153.6	153.7	149.4	149.5	149.6	149.6	144.3	144.4	144.9	144.9
Basic metal products	151.7	153.3	154.1	154.3	148.4	148.5	148.6	148.6	143.5	143.5	143.6	143.6
Fabricated metal products;												
Other machinery and equipment	154.0	154.4	157.2	157.4	154.2	154.2	154.4	154.4	139.4	140.1	141.0	141.0
Transport equipment	147.6	150.3	151.1	151.1	140.4	140.4	140.4	140.4	156.4	156.6	160.0	160.0
Other manufacturing(a)	155.2	155.6	159.2	159.3	146.8	148.1	148.2	148.2	166.2	166.4	168.7	168.9
Electricity, gas and water	149.5	149.9	149.9	149.9	137.6	138.0	138.0	138.0	137.8	137.8	138.1	138.1
Construction	148.6	149.2	149.7	149.9	145.8	146.5	146.9	146.9	149.3	149.5	150.2	150.2
Wholesale and retail trade	158.5	159.0	160.0	160.4	150.3	150.4	151.1	151.1	145.3	146.4	146.5	146.5
Wholesale trade	153.2	153.6	154.4	155.2	149.3	149.5	149.5	149.5	145.8	147.4	147.4	147.4
Retail trade	164.3	164.8	166.1	166.1	150.8	150.8	151.9	151.9	144.9	145.7	145.8	145.8
Transport and storage	144.4	144.7	144.8	144.8	142.2	142.9	142.9	142.9	146.3	148.4	148.6	148.6
Communication	135.2	135.2	135.2	135.2	135.1	135.1	135.1	135.1	134.1	134.1	134.1	134.1
Finance, property & business services	142.1	142.3	142.3	142.4	139.9	140.6	140.6	140.6	139.8	139.9	139.9	139.9
Public administration and defence	143.7	144.8	144.8	144.8	147.7	148.7	148.7	148.7	158.9	159.3	159.3	159.3
Community services	146.7	147.1	147.1	147.2	143.4	144.3	144.3	144.4	150.9	151.8	152.0	152.0
Recreation, personal and other services	146.1	148.1	148.1	148.8	150.5	151.3	151.7	151.7	149.3	151.7	152.1	152.1
<i>All industries</i>	<i>148.7</i>	<i>149.4</i>	<i>150.0</i>	<i>150.2</i>	<i>143.9</i>	<i>144.5</i>	<i>144.6</i>	<i>144.6</i>	<i>147.9</i>	<i>148.7</i>	<i>149.0</i>	<i>149.0</i>
<b>FEMALES</b>												
Manufacturing	152.9	157.1	158.6	163.3	151.5	152.4	153.2	153.2	155.5	157.5	158.0	158.0
Food, beverages and tobacco	146.3	158.2	158.2	170.7	144.7	147.1	147.4	147.4	149.5	153.3	153.3	153.3
Textiles; Clothing and footwear	168.4	168.4	172.5	172.6	168.9	168.9	173.2	173.2	170.7	170.7	171.6	171.6
Other manufacturing(a)	155.1	155.7	157.2	157.9	151.3	151.7	151.7	151.7				
Wholesale and retail trade	156.4	157.0	157.1	158.7	155.0	155.1	155.4	143.7	144.1	144.1	144.1	144.1
Wholesale trade	155.8	155.8	155.8	158.6	150.7	150.8	150.8	150.8	150.3	152.3	152.3	152.3
Retail trade	156.6	157.4	157.5	158.7	156.2	156.3	156.7	156.7	142.3	142.3	142.3	142.3
Transport and storage	148.5	150.9	150.9	151.0	146.5	150.3	150.3	150.3	141.6	151.4	151.4	151.4
Communication	137.4	137.4	137.4	137.4	139.4	139.4	139.4	139.4	140.4	140.4	140.4	140.4
Finance, property & business services	149.9	150.1	150.1	151.7	141.2	141.5	141.5	141.5	142.5	143.0	143.0	143.0
Public administration and defence	148.5	150.9	150.9	150.9	154.8	157.0	157.0	157.0	153.7	155.5	155.5	155.5
Community services	152.9	153.4	153.4	153.6	146.9	148.6	148.6	149.5	145.9	146.5	147.2	147.2
Recreation, personal and other services	152.9	153.0	153.0	155.3	161.2	161.8	162.5	162.5	166.2	168.2	170.1	170.1
<i>All industries</i>	<i>152.4</i>	<i>153.8</i>	<i>154.1</i>	<i>155.7</i>	<i>148.6</i>	<i>149.7</i>	<i>149.9</i>	<i>150.3</i>	<i>147.6</i>	<i>148.7</i>	<i>149.2</i>	<i>149.2</i>
<b>PERSONS</b>												
Mining	142.2	142.3	142.4	142.6	134.5	134.5	134.5	134.5	150.9	150.9	150.9	150.9
Manufacturing	152.5	154.4	156.0	157.3	147.4	147.9	148.2	148.2	152.4	153.6	154.2	154.5
Food, beverages and tobacco	150.5	156.2	156.5	162.7	143.7	144.6	144.8	144.8	147.0	150.5	151.0	151.0
Textiles; Clothing and footwear	166.9	166.9	170.2	170.7	168.9	168.9	173.2	173.2	164.2	164.3	164.9	164.9
Chemicals, petroleum, coal	160.8	160.8	160.8	162.5	136.9	136.9	136.9	136.9	139.7	139.7	139.7	139.7
Metal products, machinery & equipment	151.3	152.8	154.4	154.6	149.7	149.8	149.9	149.9	144.5	144.6	145.1	145.1
Basic metal products	152.2	153.8	154.6	154.9	148.6	148.7	148.7	148.7	143.5	143.5	143.6	143.6
Fabricated metal products;												
Other machinery and equipment	154.4	154.7	157.4	157.9	154.2	154.2	154.4	154.4	139.4	140.1	141.0	141.0
Transport equipment	148.8	151.2	152.3	152.4	140.9	141.1	141.1	141.1	156.1	156.2	159.7	159.7
Other manufacturing(a)	155.2	155.7	158.7	159.0	147.1	148.3	148.4	148.4	166.2	166.4	168.7	168.9
Electricity, gas and water	149.3	149.7	149.7	149.7	137.5	137.9	137.9	137.9	137.7	137.7	137.9	137.9
Construction	148.7	149.2	149.8	150.0	146.0	146.7	147.1	147.1	149.3	149.5	150.2	150.2
Wholesale and retail trade	157.8	158.3	159.0	159.8	151.7	151.8	152.4	152.4	144.7	145.5	145.6	145.6
Wholesale trade	153.8	154.0	154.7	155.9	149.6	149.7	149.8	149.8	146.7	148.4	148.4	148.4
Retail trade	160.9	161.5	162.3	162.9	152.6	152.7	153.5	153.5	143.7	144.1	144.2	144.2
Transport and storage	144.8	145.3	145.5	145.5	142.7	143.6	143.7	143.7	145.7	148.7	148.9	148.9
Communication	135.5	135.5	135.5	135.5	136.1	136.1	136.1	136.1	135.4	135.4	135.4	135.4
Finance, property & business services	145.9	146.2	146.2	147.0	140.6	141.1	141.1	141.1	140.5	140.6	140.7	140.7
Public administration and defence	144.5	145.9	145.9	145.9	149.0	150.1	150.1	150.1	157.9	158.6	158.6	158.6
Community services	149.8	150.3	150.3	150.4	145.3	146.6	146.6	147.1	148.4	149.1	149.5	149.5
Recreation, personal and other services	147.6	149.1	149.1	150.1	156.7	157.3	157.9	157.9	155.9	158.2	159.2	159.2
<i>All industries</i>	<i>149.7</i>	<i>150.7</i>	<i>151.2</i>	<i>151.8</i>	<i>145.3</i>	<i>146.0</i>	<i>146.2</i>	<i>146.3</i>	<i>147.9</i>	<i>148.7</i>	<i>149.0</i>	<i>149.1</i>

For footnotes see end of table.

**TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Industry (ASIC)	NT				ACT				Aust			
	1996		1997		1996		1997		1996		1997	
	June	Apr.	May	June	June	Apr.	May	June	June	Apr.	May	June
<b>MALES</b>												
Mining	144.7	147.4	147.4	147.4	..	..	..	..	146.1	147.2	147.2	147.2
Manufacturing	147.9	148.8	148.8	148.8	150.1	150.4	150.4	150.5	148.2	148.9	149.9	150.0
Food, beverages and tobacco	156.3	159.2	159.2	159.2	155.1	155.1	155.1	155.1	146.0	146.8	147.2	147.3
Textiles, clothing and footwear	..	..	..	..	..	..	..	..	161.9	162.1	162.9	162.9
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	141.8	142.4	143.6	143.7
Metal products, machinery & equipment	144.2	144.2	144.2	144.2	149.2	149.3	149.5	149.6	147.1	147.9	149.4	149.5
Basic metal products	138.5	138.5	138.5	138.5	157.9	157.9	157.9	160.3	141.4	141.7	142.1	142.2
Fabricated metal products:												
Other machinery and equipment	149.9	149.9	149.9	149.9	148.7	148.9	149.0	149.0	151.3	151.7	154.2	154.3
Transport equipment	154.6	154.6	154.6	154.6	157.3	157.3	157.3	159.7	145.7	147.4	148.4	148.4
Other manufacturing(a)	147.4	147.4	147.4	147.4	141.9	141.9	141.9	141.9	152.6	153.4	154.9	155.0
Electricity, gas and water	139.2	139.5	139.5	139.5	154.5	157.6	157.6	157.6	137.9	138.2	138.2	138.5
Construction	144.9	145.3	145.3	145.3	151.2	152.8	152.8	153.0	144.8	145.7	146.4	146.4
Wholesale and retail trade	153.7	154.5	154.5	154.5	153.3	153.6	155.1	155.8	153.8	154.4	155.6	156.0
Wholesale trade	151.0	152.2	152.2	152.2	148.7	149.1	150.8	150.8	150.1	151.0	152.0	152.6
Retail trade	154.7	155.3	155.3	155.3	155.0	155.3	156.7	157.7	157.1	157.5	158.9	159.0
Transport and storage	138.2	143.5	143.5	143.5	152.6	155.6	155.6	155.6	140.5	142.7	143.1	143.1
Communication	134.6	134.6	134.6	134.6	136.3	136.3	136.3	136.3	134.9	134.9	134.9	134.9
Finance, property & business services	140.2	140.5	140.5	140.5	143.3	144.5	144.5	144.5	143.1	144.3	144.5	145.0
Public administration and defence	141.1	141.5	141.5	141.5	154.3	157.2	157.2	157.2	146.1	147.4	147.4	147.4
Community services	146.2	146.2	146.2	146.2	145.6	146.4	146.5	146.5	144.9	146.1	146.2	146.4
Recreation, personal and other services	159.8	159.8	159.8	159.8	149.9	152.9	155.0	155.0	150.6	152.9	153.8	153.9
<b>All industries</b>	<b>145.0</b>	<b>145.5</b>	<b>145.5</b>	<b>145.5</b>	<b>150.4</b>	<b>152.3</b>	<b>152.6</b>	<b>152.6</b>	<b>145.8</b>	<b>146.8</b>	<b>147.3</b>	<b>147.5</b>
<b>FEMALES</b>												
Manufacturing	153.5	156.1	156.1	156.1	152.3	153.0	153.4	153.4	153.7	155.1	156.4	157.4
Food, beverages and tobacco	153.5	156.1	156.1	156.1	157.9	157.9	161.8	161.8	146.3	149.5	149.9	152.3
Textiles, clothing and footwear	..	..	..	..	165.7	165.7	170.0	170.0	163.8	163.8	165.1	165.1
Other manufacturing(a)	..	..	..	..	156.4	156.4	156.4	156.4	154.7	156.3	157.9	158.9
Wholesale and retail trade	155.7	157.2	157.2	157.2	154.1	159.4	162.1	162.5	152.6	153.9	154.3	155.3
Wholesale trade	156.4	158.3	158.3	158.3	154.0	157.2	160.1	162.9	149.9	152.4	152.7	154.8
Retail trade	155.4	156.6	156.6	156.6	154.1	159.7	162.4	162.4	154.0	154.7	155.1	155.6
Transport and storage	145.4	153.4	153.4	153.4	148.4	156.4	156.4	156.4	141.8	146.3	146.3	146.5
Communication	132.5	132.5	132.5	132.5	139.4	139.4	139.4	139.4	138.6	139.0	139.0	139.0
Finance, property & business services	145.9	146.9	146.9	146.9	142.4	144.5	144.5	144.5	144.1	145.8	145.8	147.0
Public administration and defence	146.7	147.6	147.6	147.6	156.3	159.5	159.5	159.5	151.9	154.4	154.4	154.4
Community services	149.4	149.4	149.4	149.4	143.8	144.4	144.4	144.4	150.7	152.8	152.8	153.2
Recreation, personal and other services	149.7	150.0	150.0	150.0	145.5	148.4	151.3	151.3	155.6	157.6	159.0	159.3
<b>All industries</b>	<b>149.0</b>	<b>149.5</b>	<b>149.5</b>	<b>149.5</b>	<b>149.5</b>	<b>151.7</b>	<b>152.1</b>	<b>152.1</b>	<b>150.1</b>	<b>152.0</b>	<b>152.3</b>	<b>153.0</b>
<b>PERSONS</b>												
Mining	144.9	147.6	147.6	147.6	..	..	..	..	145.8	146.9	146.9	147.0
Manufacturing	148.7	149.8	149.8	149.8	150.6	150.9	151.0	151.1	149.4	150.3	151.4	151.7
Food, beverages and tobacco	155.3	158.1	158.1	158.1	157.0	157.0	159.6	159.6	146.1	147.4	147.8	148.5
Textiles, clothing and footwear	..	..	..	..	165.7	165.7	170.0	170.0	163.1	163.3	164.4	164.4
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	143.3	144.3	145.4	145.9
Metal products, machinery & equipment	144.2	144.2	144.2	144.2	149.8	149.9	150.3	150.4	147.7	148.6	150.1	150.4
Basic metal products	138.5	138.5	138.5	138.5	157.9	157.9	157.9	160.3	141.5	141.8	142.2	142.3
Fabricated metal products:												
Other machinery and equipment	149.9	149.9	149.9	149.9	149.4	149.6	150.0	150.0	151.3	151.9	154.3	154.7
Transport equipment	154.6	154.6	154.6	154.6	157.3	157.3	157.3	159.7	146.7	148.3	149.4	149.5
Other manufacturing(a)	147.4	147.4	147.4	147.4	143.8	143.8	143.8	143.8	153.0	153.9	155.4	155.7
Electricity, gas and water	139.2	139.5	139.5	139.5	154.2	157.2	157.2	157.2	137.9	138.2	138.2	138.5
Construction	145.2	145.6	145.6	145.6	151.1	152.9	152.9	153.0	145.0	146.0	146.7	146.9
Wholesale and retail trade	154.5	155.5	155.5	155.5	153.6	155.6	157.6	158.1	153.4	154.3	155.2	155.8
Wholesale trade	153.4	154.8	154.8	154.8	149.7	150.6	152.6	153.1	150.0	151.4	152.2	153.2
Retail trade	155.0	155.7	155.7	155.7	154.6	157.0	159.0	159.6	155.9	156.4	157.4	157.7
Transport and storage	139.6	145.4	145.4	145.4	152.1	155.7	155.7	155.7	140.7	143.2	143.5	143.5
Communication	134.4	134.4	134.4	134.4	137.0	137.0	137.0	137.0	135.7	135.9	135.9	135.9
Finance, property & business services	142.9	143.6	143.6	143.6	142.8	144.5	144.5	144.5	143.6	145.1	145.2	146.0
Public administration and defence	143.3	143.9	143.9	143.9	155.0	158.1	158.1	158.1	147.5	149.1	149.1	149.1
Community services	148.2	148.2	148.2	148.2	144.8	145.5	145.5	145.5	147.9	149.6	149.7	150.0
Recreation, personal and other services	152.9	153.2	153.2	153.2	149.0	152.0	154.2	154.2	152.9	155.0	156.1	156.4
<b>All industries</b>	<b>146.6</b>	<b>147.1</b>	<b>147.1</b>	<b>147.1</b>	<b>150.1</b>	<b>152.1</b>	<b>152.4</b>	<b>152.5</b>	<b>147.1</b>	<b>148.4</b>	<b>148.9</b>	<b>149.2</b>

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing.

**TABLE 8. WEEKLY AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA  
BASE : JUNE 1985 = 100.0**

Occupation	NSW				Vic.				Qld			
	1996		1997		1996		1997		1996		1997	
	June	Apr.	May	June	June	Apr.	May	June	June	Apr.	May	June
<b>MALES</b>												
Managers and administrators	139.1	140.6	140.8	141.5	145.4	146.1	146.2	146.4	138.4	139.7	139.8	139.8
Professionals	143.1	144.6	144.6	145.0	146.1	147.4	147.5	148.3	138.6	139.0	139.0	139.0
Para-professionals	139.1	140.2	140.4	140.4	145.0	145.6	145.8	145.9	140.8	141.9	142.0	142.0
Engineering etc	140.8	141.5	142.0	142.0	141.2	141.8	142.2	142.3	137.4	137.9	138.2	138.2
Police	138.6	138.6	138.6	138.6	157.1	157.1	157.1	157.1	147.0	149.0	149.0	149.0
Other para-professionals	138.2	140.0	140.2	140.2	142.5	143.4	143.5	143.7	140.3	141.3	141.4	141.4
Tradespersons	144.4	145.0	146.0	146.0	149.0	149.4	150.6	150.8	147.1	147.9	148.8	148.8
Metal	143.0	143.8	145.1	145.1	149.9	150.6	152.4	152.6	149.8	150.6	152.3	152.3
Electrical and electronic	139.0	139.3	139.8	139.8	140.1	140.4	140.8	141.3	139.7	140.3	140.6	140.6
Building	140.6	141.2	141.7	141.7	149.1	149.3	150.9	150.9	146.8	147.4	148.3	148.3
Vehicle	155.1	155.3	157.9	157.9	159.6	159.8	162.2	162.4	153.3	154.1	155.1	155.1
Other	149.7	150.7	151.4	151.4	150.6	151.0	151.5	151.5	147.8	148.9	149.2	149.2
Clerks	143.3	146.1	146.2	147.6	143.9	145.3	145.4	145.4	142.9	144.3	144.4	144.4
Salespersons & personal service workers	147.4	149.3	150.0	150.2	150.9	151.2	151.7	151.7	148.0	148.6	148.9	148.9
Plant and machine operators, and drivers	143.2	144.9	146.3	146.3	151.0	151.7	152.4	152.4	144.9	146.2	146.5	146.5
Labourers and related workers	142.5	143.2	143.8	143.8	150.0	150.6	151.7	151.8	149.7	151.4	151.7	151.7
Trades assistants and factory hands	144.6	145.1	146.0	146.1	151.6	152.1	153.3	153.4	149.5	150.6	151.2	151.2
Construction and mining labourers	138.9	139.6	139.9	139.9	147.4	147.9	148.6	148.8	146.6	149.1	149.7	149.7
Other labourers	142.6	143.4	143.9	143.9	149.2	150.1	151.1	151.1	150.8	152.6	152.7	152.7
<i>All occupation groups</i>	<i>143.1</i>	<i>144.4</i>	<i>145.0</i>	<i>145.3</i>	<i>148.3</i>	<i>149.1</i>	<i>149.8</i>	<i>149.9</i>	<i>145.6</i>	<i>146.7</i>	<i>147.1</i>	<i>147.1</i>
<b>FEMALES</b>												
Managers and administrators	146.7	150.5	150.8	152.6	152.5	153.4	153.5	153.8	151.6	153.5	153.5	153.6
Professionals	145.1	146.2	146.2	146.5	157.8	159.4	159.4	161.0	141.4	141.5	141.5	141.5
Para-professionals	158.2	165.6	165.7	165.8	160.3	161.8	161.9	161.9	151.0	151.8	151.8	151.8
Registered nurses	166.0	176.7	176.7	176.7	167.9	169.7	169.7	169.7	154.1	154.5	154.5	154.5
Other para-professionals	145.3	147.5	147.7	147.9	149.2	150.2	150.4	150.6	143.5	145.2	145.3	145.3
Tradespersons	147.7	149.2	149.7	150.2	151.3	152.0	152.4	152.4	156.4	157.4	157.5	157.7
Clerks	146.6	150.7	150.8	153.4	146.6	147.6	147.7	147.7	147.9	148.3	148.4	148.4
Stenographers	145.7	150.8	150.8	153.8	146.0	147.3	147.3	147.3	147.5	147.8	147.8	147.8
Receptionists	149.7	154.3	155.0	157.5	147.5	148.4	148.5	148.5	149.0	149.3	149.4	149.4
Salespersons & personal service workers	154.3	159.7	160.0	160.5	153.2	154.0	154.3	154.3	153.2	153.9	153.9	154.0
Plant and machine operators, and drivers	158.7	159.3	161.5	161.6	160.1	160.2	160.9	160.9	159.3	159.9	162.1	162.1
Labourers and related workers	142.9	144.2	145.3	145.4	152.6	153.2	154.9	154.9	150.9	153.1	153.3	153.3
Trades assistants and factory hands	147.8	148.2	150.0	150.0	155.4	155.6	158.0	158.0	150.7	151.3	151.9	151.9
Cleaners	127.1	128.1	128.2	128.2	149.1	149.7	150.4	150.4	150.5	152.4	152.6	152.6
Other labourers	147.2	149.6	150.8	150.9	149.3	150.3	151.6	151.6	151.0	153.8	153.9	153.9
<i>All occupation groups</i>	<i>148.4</i>	<i>151.9</i>	<i>152.3</i>	<i>153.5</i>	<i>152.5</i>	<i>153.4</i>	<i>153.8</i>	<i>154.1</i>	<i>149.6</i>	<i>150.4</i>	<i>150.5</i>	<i>150.5</i>
<b>PERSONS</b>												
Managers and administrators	140.4	142.3	142.5	143.4	147.2	147.9	148.1	148.3	140.8	142.2	142.3	142.3
Professionals	143.9	145.2	145.2	145.5	150.6	152.0	152.1	153.2	139.6	139.9	139.9	139.9
Para-professionals	144.8	147.7	147.9	147.9	150.0	150.9	151.0	151.1	143.6	144.6	144.7	144.7
Engineering etc	141.4	142.2	142.7	142.7	140.9	141.5	141.9	141.9	137.4	137.8	138.1	138.1
Registered nurses	166.1	176.7	176.7	176.7	164.8	166.5	166.5	166.5	154.4	154.7	154.7	154.7
Police	139.1	139.1	139.1	139.1	157.4	157.4	157.4	157.4	146.9	148.9	148.9	148.9
Other para-professionals	137.7	139.1	139.2	139.3	143.6	144.5	144.6	144.9	139.4	140.7	140.7	140.7
Tradespersons	144.6	145.3	146.3	146.3	149.2	149.6	150.8	151.0	147.9	148.7	149.5	149.5
Metal	143.3	144.1	145.4	145.4	150.0	150.7	152.5	152.6	149.8	150.6	152.3	152.3
Electrical and electronic	139.2	139.5	139.9	139.9	140.0	140.2	140.6	141.1	139.7	140.3	140.5	140.5
Building	140.7	141.3	141.8	141.8	149.1	149.3	150.9	151.0	147.0	147.6	148.5	148.5
Vehicle	155.1	155.3	157.9	157.9	159.1	159.3	161.7	161.9	153.2	154.1	155.0	155.0
Clerks	145.3	148.9	149.0	151.1	145.5	146.7	146.8	146.8	145.7	146.6	146.7	146.7
Stenographers	145.2	150.0	150.0	152.9	145.6	146.9	146.9	146.9	146.7	147.2	147.3	147.3
Receptionists	147.9	151.9	152.4	154.5	146.3	147.3	147.5	147.5	147.5	148.0	148.1	148.1
Salespersons & personal service workers	151.0	154.8	155.2	155.6	151.9	152.5	152.8	152.8	150.6	151.3	151.4	151.4
Plant and machine operators, and drivers	145.2	146.8	148.3	148.3	153.3	153.9	154.6	154.6	146.1	147.3	147.7	147.7
Labourers and related workers	142.6	143.4	144.2	144.2	150.6	151.2	152.5	152.6	149.9	151.7	152.0	152.0
Trades assistants and factory hands	145.4	145.8	147.0	147.0	152.7	153.1	154.6	154.7	149.7	150.7	151.3	151.3
Construction and mining labourers	139.0	139.8	140.1	140.1	147.9	148.5	149.4	149.5	146.7	149.1	149.7	149.7
Cleaners	135.0	135.8	136.1	136.1	150.6	151.2	151.7	151.7	151.6	153.0	153.1	153.1
Other labourers	144.5	145.8	146.5	146.5	148.6	149.6	150.8	150.8	150.5	152.7	152.9	152.9
<i>All occupation groups</i>	<i>144.8</i>	<i>146.7</i>	<i>147.3</i>	<i>147.9</i>	<i>149.7</i>	<i>150.5</i>	<i>151.1</i>	<i>151.3</i>	<i>146.8</i>	<i>147.8</i>	<i>148.1</i>	<i>148.1</i>

**TABLE 8. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Occupation	S.I.				W.A.				Tas.			
	1996		1997		1996		1997		1996		1997	
	June	Apr.	May	June	June	Apr.	May	June	June	Apr.	May	June
<b>MALES</b>												
Managers and administrators	146.0	146.5	146.7	146.9	140.8	141.4	141.5	141.5	142.8	143.0	143.1	143.1
Professionals	144.1	144.7	144.7	144.8	139.3	140.0	140.0	140.0	142.1	142.6	142.6	142.6
Para-professionals	144.3	145.0	145.1	145.1	144.7	145.5	145.5	145.6	142.5	142.9	143.3	143.3
Engineering etc	140.1	140.8	141.0	141.0	139.2	140.0	140.0	140.0	138.4	138.4	138.5	138.5
Police	154.1	154.2	154.2	154.2	164.7	166.4	166.4	166.4	141.7	141.7	141.7	141.7
Other para-professionals	143.2	144.3	144.4	144.4	140.6	141.0	141.0	141.2	145.9	146.9	147.6	147.6
Tradespersons	150.6	151.3	152.4	152.4	143.6	143.9	144.3	144.3	145.8	146.3	146.8	147.0
Metal	151.0	152.2	154.0	154.1	146.2	146.5	146.5	146.5	144.4	145.1	145.7	146.4
Electrical and electronic	144.2	144.5	144.9	144.9	139.2	139.8	139.8	139.8	136.8	137.1	137.1	137.1
Building	150.9	151.6	152.0	152.0	142.4	142.5	143.3	143.3	153.2	152.7	153.6	153.6
Vehicle	160.0	160.5	161.7	161.7	147.3	147.4	147.9	147.9	147.8	148.3	148.8	148.8
Other	150.7	151.4	151.9	151.9	145.1	145.5	146.3	146.3	153.5	154.8	155.9	155.9
Clerks	145.5	146.5	146.6	147.1	143.3	144.6	144.6	144.6	143.8	145.1	145.1	145.1
Salespersons & personal service workers	155.4	155.7	156.0	157.0	150.7	151.0	151.1	151.2	146.9	147.8	148.2	148.2
Plant and machine operators, and drivers	150.1	150.7	151.5	151.5	144.4	144.6	144.6	144.6	155.9	156.7	157.0	157.2
Labourers and related workers	149.8	150.6	151.6	151.8	144.9	145.4	145.6	145.6	152.3	153.2	153.5	153.5
Trades assistants and factory hands	151.6	152.5	154.4	154.5	146.2	146.8	147.3	147.3	152.3	153.1	153.4	153.5
Construction and mining labourers	144.4	144.9	145.3	145.3	142.1	142.4	142.6	142.6	154.9	155.0	155.2	155.3
Other labourers	150.4	151.2	151.5	152.1	145.2	145.7	145.7	145.7	151.1	152.5	152.7	152.7
<i>All occupation groups</i>	148.7	149.4	150.0	150.2	143.9	144.5	144.6	144.6	147.9	148.7	149.0	149.0
<b>FEMALES</b>												
Managers and administrators	151.9	153.1	153.1	155.1	151.0	152.1	152.1	152.6	147.0	147.4	147.8	147.8
Professionals	150.4	150.8	150.8	151.0	140.6	141.4	141.4	141.5	142.6	142.7	142.7	142.7
Para-professionals	153.8	154.7	154.7	154.9	150.9	153.2	153.2	155.0	155.1	156.8	159.1	159.1
Registered nurses	153.6	154.4	154.4	154.4	157.1	159.8	159.8	162.4	161.1	163.4	166.7	166.7
Other para-professionals	154.2	155.4	155.4	155.9	137.9	139.3	139.3	139.4	142.7	143.0	143.4	143.4
Tradespersons	156.8	157.2	159.0	159.1	172.7	173.1	174.3	174.3	150.4	152.0	152.1	152.1
Clerks	150.0	152.4	152.4	155.7	146.0	146.9	146.9	147.0	147.7	149.2	149.5	149.5
Stenographers	152.4	153.7	153.7	156.9	142.7	143.4	143.4	143.4	146.0	148.1	148.2	148.2
Receptionists	150.1	151.8	151.8	154.8	146.6	147.2	147.2	147.2	159.7	160.6	162.1	162.1
Salespersons & personal service workers	154.5	155.8	155.8	156.7	154.2	155.5	155.8	156.5	146.6	147.6	148.2	148.2
Plant and machine operators, and drivers	159.1	160.2	163.0	163.4	151.8	152.3	154.3	154.3	162.1	163.0	163.6	163.6
Labourers and related workers	156.5	156.8	158.0	158.1	147.9	149.4	149.6	149.6	146.1	147.4	147.5	147.5
Trades assistants and factory hands	154.7	154.9	157.4	157.6	148.9	150.6	151.1	151.1	151.6	154.2	154.3	154.3
Cleaners	162.4	162.8	163.0	163.0	143.1	143.8	143.8	143.8	144.6	144.6	144.6	144.6
Other labourers	156.7	157.0	157.4	157.4	149.3	151.0	151.0	151.1	145.6	146.8	146.9	146.9
<i>All occupation groups</i>	152.4	153.8	154.1	155.7	148.6	149.7	149.9	150.3	147.6	148.7	149.2	149.2
<b>PERSONS</b>												
Managers and administrators	147.5	148.2	148.4	149.0	143.6	144.4	144.4	144.6	143.4	143.6	143.8	143.8
Professionals	146.5	147.0	147.0	147.1	139.8	140.5	140.5	140.6	142.3	142.6	142.7	142.7
Para-professionals	146.5	147.3	147.4	147.4	147.1	148.5	148.5	149.3	146.0	146.8	147.7	147.7
Engineering etc	140.2	141.0	141.1	141.1	139.1	139.8	139.9	139.9	138.6	138.6	138.7	138.7
Registered nurses	153.6	154.3	154.3	154.3	155.4	157.8	157.8	160.2	161.5	163.9	167.1	167.1
Police	154.2	154.3	154.3	154.3	164.7	166.4	166.4	166.4	141.8	141.8	141.8	141.8
Other para-professionals	144.7	145.8	145.9	146.0	139.3	140.0	140.0	140.1	142.0	142.5	142.7	142.7
Tradespersons	150.8	151.6	152.6	152.6	145.6	146.0	146.4	146.4	145.9	146.4	147.0	147.1
Metal	151.2	152.3	154.2	154.2	146.3	146.5	146.6	146.6	144.7	145.6	146.1	146.7
Electrical and electronic	144.1	144.5	144.8	144.8	139.2	139.8	139.8	139.8	136.8	137.1	137.1	137.1
Building	151.1	151.9	152.3	152.3	142.5	142.6	143.4	143.4	153.2	152.7	153.6	153.6
Vehicle	160.0	160.5	161.8	161.8	147.3	147.3	147.9	147.9	147.8	148.3	148.8	148.8
Clerks	148.0	149.8	149.9	151.9	144.8	145.9	145.9	145.9	145.7	147.0	147.2	147.2
Stenographers	151.8	153.0	153.1	155.8	142.8	143.6	143.6	143.6	145.3	147.1	147.2	147.2
Receptionists	148.6	150.1	150.1	152.1	145.7	146.5	146.5	146.5	153.9	155.0	156.0	156.0
Salespersons & personal service workers	155.0	155.7	155.9	156.9	152.6	153.4	153.6	154.1	146.8	147.7	148.2	148.2
Plant and machine operators, and drivers	150.9	151.5	152.4	152.5	144.8	145.0	145.1	145.1	156.3	157.0	157.4	157.6
Labourers and related workers	151.6	152.2	153.3	153.5	145.6	146.3	146.5	146.5	150.9	152.0	152.1	152.2
Trades assistants and factory hands	152.3	153.1	155.2	155.2	146.5	147.2	147.7	147.7	152.2	153.3	153.5	153.6
Construction and mining labourers	144.2	144.6	145.0	145.0	142.1	142.4	142.6	142.6	154.7	155.0	155.2	155.3
Cleaners	155.0	155.3	155.7	155.8	144.6	145.1	145.3	145.3	148.8	150.1	150.3	150.3
Other labourers	153.0	153.7	154.1	154.5	146.4	147.3	147.3	147.3	149.1	150.4	150.5	150.5
<i>All occupation groups</i>	149.7	150.7	151.2	151.8	145.3	146.0	146.2	146.3	147.9	148.7	149.0	149.1

**TABLE 8. WEEKLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA—continued**  
**BASE : JUNE 1985 = 100.0**

Occupation	NT				ACT				Tas			
	1996		1997		1996		1997		1996		1997	
	June	Apr.	May	June	June	Apr.	May	June	June	Apr.	May	June
<b>MALES</b>												
Managers and administrators	141.2	141.3	141.3	141.3	152.2	154.8	155.6	155.6	142.3	143.5	143.7	144.1
Professionals	143.6	144.0	144.0	144.0	146.7	148.1	148.1	148.1	143.5	144.6	144.7	145.0
Para-professionals	144.7	144.8	144.8	144.8	150.5	151.8	151.9	151.9	142.4	143.3	143.4	143.5
Engineering etc	137.4	137.6	137.6	137.6	150.4	153.0	153.0	153.0	140.4	141.1	141.4	141.4
Police	151.9	151.9	151.9	151.9	152.3	152.3	152.3	152.3	148.9	149.4	149.4	149.4
Other para-professionals	146.4	146.7	146.7	146.7	149.2	150.8	150.9	150.9	140.9	142.1	142.2	142.3
Tradespersons	147.2	147.3	147.3	147.3	152.1	153.6	153.9	154.5	146.7	147.2	148.2	148.3
Metal	147.6	147.7	147.7	147.7	154.2	156.4	156.6	156.9	147.0	147.8	149.2	149.3
Electrical and electronic	142.8	142.8	142.8	142.8	145.7	146.8	146.8	147.3	139.9	140.3	140.6	140.7
Building	141.8	142.9	142.9	142.9	148.4	150.2	150.2	150.2	145.4	145.9	146.7	146.8
Vehicle	150.4	150.5	150.5	150.5	162.4	163.4	163.4	166.0	155.7	156.0	157.8	157.9
Other	155.6	155.7	155.7	155.7	151.7	153.5	154.2	154.2	149.6	150.4	151.0	151.0
Clerks	141.7	143.0	143.0	143.0	153.2	156.0	156.1	156.1	144.1	146.0	146.1	146.6
Salespersons & personal service workers	153.3	154.4	154.4	154.4	151.0	152.1	153.9	153.9	149.6	150.5	151.0	151.2
Plant and machine operators, and drivers	142.2	143.7	143.7	143.7	153.3	155.4	155.5	155.6	147.0	148.1	148.8	148.8
Labourers and related workers	145.1	146.1	146.1	146.1	146.7	147.6	148.0	148.0	146.8	147.6	148.3	148.3
Trades assistants and factory hands	145.1	146.0	146.0	146.0	148.9	149.8	149.9	149.9	148.4	149.0	150.0	150.1
Construction and mining labourers	142.8	143.7	143.7	143.7	144.5	145.0	145.0	145.0	143.2	144.1	144.5	144.5
Other labourers	146.5	147.6	147.6	147.6	146.7	147.9	148.6	148.6	146.9	148.0	148.5	148.5
<i>All occupation groups</i>	<i>145.0</i>	<i>145.5</i>	<i>145.5</i>	<i>145.5</i>	<i>150.4</i>	<i>152.3</i>	<i>152.6</i>	<i>152.6</i>	<i>145.8</i>	<i>146.8</i>	<i>147.3</i>	<i>147.5</i>
<b>FEMALES</b>												
Managers and administrators	151.6	151.8	151.8	151.8	153.1	170.3	170.5	170.5	150.1	152.6	152.8	153.7
Professionals	146.8	146.8	146.8	146.8	140.2	140.8	140.8	140.8	148.4	149.4	149.4	150.0
Para-professionals	154.5	154.5	154.5	154.5	154.3	154.7	154.7	154.7	156.1	159.3	159.4	159.8
Registered nurses	156.2	156.2	156.2	156.2	161.1	161.1	161.1	161.1	161.7	166.0	166.1	166.5
Other para-professionals	149.0	149.0	149.0	149.0	148.1	149.0	149.1	149.1	146.0	147.5	147.7	147.9
Tradespersons	136.6	137.1	137.1	137.1	147.3	147.9	148.0	148.0	152.4	153.4	153.9	154.2
Clerks	146.5	147.4	147.4	147.4	151.7	154.6	154.8	154.8	147.3	149.5	149.6	150.8
Stenographers	150.0	150.6	150.6	150.6	155.7	158.8	158.8	158.9	147.0	149.2	149.2	150.3
Receptionists	149.1	150.3	150.3	150.3	148.9	151.6	152.0	152.1	149.0	151.2	151.6	152.7
Salespersons & personal service workers	152.1	152.4	152.4	152.4	153.7	155.0	157.6	157.6	153.6	156.3	156.5	156.9
Plant and machine operators, and drivers	148.9	148.9	148.9	148.9	154.9	155.3	157.2	157.2	159.4	159.7	161.1	161.1
Labourers and related workers	148.9	149.7	149.7	149.7	148.7	149.1	150.1	150.1	148.6	149.8	150.9	150.9
Trades assistants and factory hands	149.7	151.3	151.3	151.3	152.5	153.9	153.9	153.9	151.9	152.3	154.2	154.3
Cleaners	143.5	143.5	143.5	143.5	132.5	132.5	132.5	132.5	139.1	140.1	140.3	140.3
Other labourers	151.7	152.8	152.8	152.8	157.9	159.8	160.9	160.9	149.6	151.4	152.1	152.2
<i>All occupation groups</i>	<i>149.0</i>	<i>149.5</i>	<i>149.5</i>	<i>149.5</i>	<i>149.5</i>	<i>151.7</i>	<i>152.1</i>	<i>152.1</i>	<i>150.1</i>	<i>152.0</i>	<i>152.3</i>	<i>153.0</i>
<b>PERSONS</b>												
Managers and administrators	143.0	143.2	143.2	143.2	152.3	156.3	157.1	157.1	143.9	145.3	145.5	146.0
Professionals	145.3	145.5	145.5	145.5	144.5	145.6	145.7	145.7	145.4	146.4	146.5	146.9
Para-professionals	149.0	149.1	149.1	149.1	151.5	152.6	152.6	152.6	146.6	148.2	148.3	148.4
Engineering etc	137.6	137.7	137.7	137.7	150.2	152.8	152.8	152.8	140.5	141.2	141.6	141.6
Registered nurses	156.3	156.3	156.3	156.3	162.7	162.7	162.7	162.7	160.9	165.0	165.1	165.5
Police	152.1	152.1	152.1	152.1	152.4	152.4	152.4	152.4	149.0	149.4	149.4	149.4
Other para-professionals	146.0	146.2	146.2	146.2	147.2	148.9	149.0	149.0	140.7	141.8	141.9	142.0
Tradespersons	147.0	147.2	147.2	147.2	151.8	153.2	153.5	154.0	147.1	147.7	148.6	148.7
Metal	147.6	147.7	147.7	147.7	154.2	156.4	156.5	156.8	147.2	148.0	149.4	149.4
Electrical and electronic	142.5	142.6	142.6	142.6	145.0	146.0	146.0	146.4	139.9	140.3	140.6	140.7
Building	141.8	142.9	142.9	142.9	148.4	150.2	150.2	150.2	145.5	146.0	146.8	146.8
Vehicle	150.4	150.5	150.5	150.5	162.3	163.4	163.4	166.0	155.6	155.9	157.8	157.9
Clerks	145.0	146.0	146.0	146.0	152.4	155.2	155.4	155.4	146.0	148.0	148.1	149.0
Stenographers	149.4	150.0	150.0	150.0	155.2	158.2	158.3	158.3	146.4	148.6	148.7	149.7
Receptionists	147.0	148.1	148.1	148.1	150.9	153.7	154.1	154.1	147.6	149.7	149.9	150.8
Salespersons & personal service workers	152.4	152.8	152.8	152.8	152.2	153.4	155.6	155.6	151.6	153.4	153.8	154.0
Plant and machine operators, and drivers	142.3	143.7	143.7	143.7	153.4	155.4	155.6	155.6	148.8	149.8	150.6	150.6
Labourers and related workers	146.4	147.3	147.3	147.3	146.9	147.8	148.1	148.1	147.2	148.1	148.9	148.9
Trades assistants and factory hands	145.6	146.6	146.6	146.6	149.4	150.2	150.5	150.5	149.2	149.8	151.0	151.0
Construction and mining labourers	143.5	144.4	144.4	144.4	144.5	145.0	145.0	145.0	143.4	144.3	144.8	144.8
Cleaners	143.4	143.6	143.6	143.6	139.7	140.4	141.0	141.0	144.3	145.2	145.4	145.4
Other labourers	149.2	150.5	150.5	150.5	152.3	153.9	154.6	154.6	147.7	149.1	149.7	149.7
<i>All occupation groups</i>	<i>146.6</i>	<i>147.1</i>	<i>147.1</i>	<i>147.1</i>	<i>150.1</i>	<i>152.1</i>	<i>152.4</i>	<i>152.5</i>	<i>147.1</i>	<i>148.4</i>	<i>148.9</i>	<i>149.2</i>



**TABLE 9. HOURLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA**  
**BASE : JUNE 1985 = 100.0**

Industry (ASIC)	NSW				Vic				Qld			
	1996		1997		1996		1997		1996		1997	
	June	Apr.	May	June	June	Apr.	May	June	June	Apr.	May	June
<b>MALES</b>												
Mining	152.3	154.2	154.2	154.2	142.2	143.0	143.0	143.2	148.2	149.3	149.3	149.3
Manufacturing	146.1	146.9	148.0	148.1	151.7	152.2	153.5	153.5	151.1	152.0	152.9	152.9
Food, beverages and tobacco	147.5	148.2	148.4	148.6	147.9	149.1	150.0	150.0	149.6	149.8	149.8	149.8
Textiles; Clothing and footwear	169.3	169.8	171.0	171.1	160.1	160.3	160.8	160.8	164.8	164.8	165.4	165.4
Chemicals, petroleum, coal	139.7	140.9	141.8	142.1	148.1	148.3	149.9	149.9	141.8	142.2	143.2	143.2
Metal products, machinery & equipment	142.9	143.5	145.0	145.2	150.3	150.9	152.5	152.5	153.8	155.1	157.1	157.1
Basic metal products	134.6	134.8	135.1	135.2	152.4	152.4	153.5	153.5	138.5	138.5	138.6	138.6
Fabricated metal products:												
Other machinery and equipment	147.5	148.0	150.4	150.6	154.7	154.8	157.7	157.7	157.8	158.4	161.1	161.1
Transport equipment	143.7	145.1	146.3	146.5	146.3	147.5	148.2	148.2	154.3	158.5	159.9	159.9
Other manufacturing(a)	150.6	152.2	153.8	153.9	158.3	158.4	160.3	160.3	150.2	151.1	151.3	151.3
Electricity, gas and water	133.1	133.1	133.1	133.1	137.7	138.4	138.4	139.4	142.0	142.0	142.0	142.0
Construction	142.4	143.9	144.7	144.8	145.5	146.0	146.7	146.8	147.9	148.0	149.3	149.3
Wholesale and retail trade	157.6	159.0	160.6	161.5	159.1	159.4	161.0	161.0	155.2	155.5	156.0	156.0
Wholesale trade	151.4	153.6	154.8	156.3	155.4	155.7	157.0	157.1	150.3	150.6	150.8	150.8
Retail trade	164.3	164.8	166.8	167.1	162.6	162.9	164.7	164.7	158.6	158.9	159.6	159.6
Transport and storage	136.9	138.3	139.2	139.3	141.9	143.2	143.3	143.3	150.3	157.3	157.4	157.4
Communication	135.4	135.5	135.5	135.5	134.0	134.0	134.0	134.0	134.7	134.7	134.7	134.7
Finance, property & business services	144.0	146.4	146.8	148.0	146.3	146.9	147.1	147.1	146.4	147.0	147.1	147.1
Public administration and defence	139.3	140.7	140.7	140.7	151.7	153.3	153.3	153.3	147.0	147.2	147.2	147.2
Community services	142.2	144.0	144.0	144.1	150.7	152.4	152.4	153.2	144.7	145.5	145.6	145.6
Recreation, personal and other services	149.3	153.4	154.9	154.9	155.2	156.2	157.4	157.4	157.7	159.8	160.8	160.8
All industries	144.2	145.6	146.2	146.5	149.5	150.3	151.0	151.2	148.4	149.7	150.1	150.1
<b>FEMALES</b>												
Manufacturing	153.5	156.2	157.5	159.5	158.0	158.2	159.4	159.4	157.6	158.1	159.2	159.2
Food, beverages and tobacco	145.3	147.2	147.2	148.5	151.8	153.0	154.4	154.4	154.9	155.3	155.3	155.3
Textiles; Clothing and footwear	169.8	170.0	172.5	172.7	161.9	161.9	162.4	162.4	167.9	167.9	171.8	171.8
Other manufacturing(a)	154.3	158.5	160.8	163.6	161.1	161.1	162.7	162.7	156.4	157.6	158.1	158.1
Wholesale and retail trade	155.2	158.4	158.8	161.3	156.0	156.2	156.5	156.6	161.7	162.0	162.2	162.3
Wholesale trade	153.1	158.1	158.5	162.4	155.6	155.9	156.2	156.4	159.5	160.0	160.0	160.4
Retail trade	157.1	158.6	159.0	160.3	156.2	156.3	156.6	156.6	162.5	162.7	163.0	163.0
Transport and storage	140.2	142.6	142.6	142.9	148.2	154.9	154.9	154.9	144.5	151.7	151.7	151.7
Communication	138.6	139.6	139.6	139.7	137.9	137.9	137.9	137.9	140.3	140.3	140.3	140.3
Finance, property & business services	148.1	152.6	152.6	156.0	149.5	149.9	149.9	149.9	152.7	153.0	153.0	153.0
Public administration and defence	150.5	153.5	153.5	153.5	151.6	154.2	154.2	154.2	151.6	152.8	152.8	152.8
Community services	151.8	156.4	156.4	156.7	156.4	158.0	158.0	158.9	150.7	151.7	151.7	151.7
Recreation, personal and other services	157.7	164.5	167.7	168.5	153.0	154.2	155.5	155.5	161.7	164.0	164.2	164.2
All industries	151.2	155.0	155.4	156.8	154.3	155.3	155.7	156.0	153.7	154.6	154.7	154.8
<b>PERSONS</b>												
Mining	152.0	153.8	153.9	153.9	142.6	143.4	143.4	143.6	148.0	149.0	149.1	149.1
Manufacturing	147.6	148.8	149.9	150.5	153.4	153.8	155.0	155.0	152.1	153.0	153.9	153.9
Food, beverages and tobacco	147.0	148.0	148.1	148.6	148.6	149.9	150.8	150.8	150.5	150.7	150.8	150.8
Textiles; Clothing and footwear	169.6	169.9	172.0	172.1	161.3	161.4	161.9	161.9	166.9	166.9	169.8	169.8
Chemicals, petroleum, coal	143.6	145.6	146.4	147.4	148.6	148.7	150.6	150.6	144.3	144.6	145.5	145.5
Metal products, machinery & equipment	143.8	144.8	146.4	146.9	151.2	151.8	153.5	153.5	153.9	155.2	157.1	157.1
Basic metal products	134.3	134.6	134.9	135.1	152.6	152.6	153.7	153.7	139.7	139.7	139.8	139.8
Fabricated metal products:												
Other machinery and equipment	148.5	149.6	151.9	152.7	155.0	155.1	157.9	157.9	157.6	158.1	160.7	160.7
Transport equipment	144.0	145.6	146.8	147.2	147.8	148.8	149.8	149.8	154.4	158.6	159.9	159.9
Other manufacturing(a)	151.4	153.5	155.2	155.9	158.8	158.9	160.8	160.8	150.9	151.9	152.1	152.1
Electricity, gas and water	133.3	133.3	133.3	133.3	137.6	138.3	138.3	139.2	141.6	141.6	141.6	141.6
Construction	143.1	145.0	145.7	146.2	145.6	146.1	146.7	146.9	148.3	148.5	149.6	149.6
Wholesale and retail trade	156.7	158.8	159.9	161.4	158.1	158.3	159.5	159.6	157.3	157.6	158.0	158.1
Wholesale trade	152.0	155.1	156.0	158.4	155.5	155.7	156.8	156.9	152.4	152.7	152.9	153.0
Retail trade	161.5	162.4	163.8	164.5	160.2	160.4	161.6	161.6	160.1	160.3	160.9	160.9
Transport and storage	137.5	139.0	139.7	139.8	142.7	144.8	144.9	144.9	149.9	156.9	157.0	157.0
Communication	136.3	136.6	136.6	136.6	134.9	134.9	134.9	134.9	136.0	136.0	136.0	136.0
Finance, property & business services	145.8	149.2	149.4	151.6	148.0	148.5	148.6	148.6	149.4	149.9	149.9	149.9
Public administration and defence	142.0	143.8	143.8	143.8	151.7	153.5	153.5	153.5	148.0	148.4	148.4	148.4
Community services	147.6	150.9	150.9	151.1	153.7	155.4	155.4	156.2	147.9	148.8	148.9	148.9
Recreation, personal and other services	152.9	158.2	160.4	160.8	154.3	155.4	156.6	156.6	160.6	162.8	163.2	163.2
All industries	146.4	148.5	149.1	149.7	151.0	151.9	152.5	152.7	150.0	151.1	151.5	151.5

For footnotes see end of table.

**TABLE 9. HOURLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA** *continued*  
**BASE : JUNE 1985 = 100.0**

Industry (ASIC)	SA				WA				Tas.			
	1996		1997		1996		1997		1996		1997	
	June	Apr.	May	June	June	Apr.	May	June	June	Apr.	May	June
<b>MALES</b>												
Mining	141.0	141.1	141.2	141.3	134.9	134.9	134.9	134.9	152.1	152.1	152.1	152.1
Manufacturing	153.0	154.2	155.8	156.0	147.7	148.2	148.3	148.3	153.3	154.4	155.0	155.4
Food, beverages and tobacco	155.7	156.0	156.5	157.4	145.6	146.2	146.4	146.4	150.9	154.5	155.1	155.1
Textiles; Clothing and footwear	165.4	165.4	166.8	168.4	170.0	170.0	173.9	173.9	160.6	160.8	161.1	161.1
Chemicals, petroleum, coal	167.0	167.0	167.0	167.4	136.6	136.6	136.6	136.6	139.9	139.9	139.9	139.9
Metal products, machinery & equipment	150.5	152.3	153.7	153.8	149.6	149.6	149.7	149.7	144.5	144.6	145.1	145.1
Basic metal products	152.0	153.6	154.5	154.6	148.4	148.5	148.6	148.6	143.5	143.5	143.6	143.6
Fabricated metal products;												
Other machinery and equipment	154.1	154.5	157.3	157.6	154.5	154.5	154.8	154.8	139.4	140.1	141.0	141.0
Transport equipment	147.6	150.3	151.1	151.1	140.6	140.6	140.6	140.6	158.4	158.6	162.1	162.1
Other manufacturing(a)	155.4	155.8	159.4	159.4	148.0	149.3	149.4	149.4	166.4	166.6	168.9	169.1
Electricity, gas and water	149.8	150.2	150.2	150.2	138.4	138.8	138.8	138.8	138.3	138.3	138.6	138.6
Construction	149.7	150.2	150.8	150.9	146.3	147.0	147.4	147.4	151.9	152.1	152.8	152.8
Wholesale and retail trade	163.1	163.5	164.6	165.1	153.5	153.5	154.2	154.2	150.2	151.3	151.4	151.4
Wholesale trade	156.1	156.4	157.3	158.1	151.3	151.4	151.5	151.5	148.0	149.5	149.5	149.5
Retail trade	170.6	171.1	172.4	172.5	154.6	154.6	155.6	155.6	151.9	152.6	152.8	152.8
Transport and storage	144.6	144.8	145.0	145.0	142.6	143.3	143.3	143.3	146.7	148.9	149.1	149.1
Communication	135.2	135.2	135.2	135.2	135.1	135.1	135.1	135.1	134.1	134.1	134.1	134.1
Finance, property & business services	143.2	143.5	143.5	143.5	140.4	141.2	141.2	141.2	139.9	139.9	140.0	140.0
Public administration and defence	143.7	144.8	144.8	144.8	148.0	148.9	148.9	148.9	160.0	160.5	160.5	160.5
Community services	147.8	148.3	148.3	148.3	146.0	147.3	147.3	147.4	153.2	154.0	154.1	154.1
Recreation, personal and other services	148.8	150.8	150.8	151.5	151.4	154.0	154.3	154.3	153.1	155.6	156.0	156.0
<i>All industries</i>	<i>149.9</i>	<i>150.6</i>	<i>151.2</i>	<i>151.4</i>	<i>145.1</i>	<i>145.7</i>	<i>145.8</i>	<i>145.9</i>	<i>149.5</i>	<i>150.2</i>	<i>150.5</i>	<i>150.6</i>
<b>FEMALES</b>												
Manufacturing	155.8	160.2	161.6	166.5	153.6	154.7	155.4	155.4	160.2	162.4	162.8	162.8
Food, beverages and tobacco	152.2	164.8	164.8	177.9	145.7	148.7	149.0	149.0	157.4	161.4	161.4	161.4
Textiles; Clothing and footwear	168.6	168.6	172.7	172.7	168.9	168.9	173.2	173.2	170.8	170.8	171.7	171.7
Other manufacturing(a)	156.7	157.3	158.7	159.4	156.3	156.7	156.7	156.7				
Wholesale and retail trade	163.3	163.9	164.0	165.7	161.6	161.9	162.2	162.2	150.6	151.0	151.0	151.0
Wholesale trade	163.1	163.1	163.1	166.0	157.0	157.0	157.0	157.0	154.2	156.2	156.2	156.2
Retail trade	163.4	164.3	164.3	165.6	162.9	163.2	163.6	163.6	149.8	149.8	149.8	149.8
Transport and storage	150.1	152.4	152.4	152.6	150.1	154.0	154.0	154.0	148.7	159.0	159.0	159.0
Communication	137.4	137.4	137.4	137.4	139.4	139.4	139.4	139.4	140.4	140.4	140.4	140.4
Finance, property & business services	154.3	154.5	154.5	156.2	141.8	142.0	142.0	142.0	142.5	143.0	143.0	143.0
Public administration and defence	148.5	150.9	150.9	150.9	154.8	157.0	157.0	157.0	154.3	156.0	156.0	156.0
Community services	152.6	153.2	153.2	153.4	149.0	151.2	151.2	152.2	146.3	147.0	147.7	147.7
Recreation, personal and other services	160.8	160.8	160.8	163.3	166.1	167.4	168.1	168.1	168.2	170.2	172.1	172.1
<i>All industries</i>	<i>154.9</i>	<i>156.4</i>	<i>156.7</i>	<i>158.4</i>	<i>151.2</i>	<i>152.6</i>	<i>152.8</i>	<i>153.2</i>	<i>149.6</i>	<i>150.8</i>	<i>151.2</i>	<i>151.2</i>
<b>PERSONS</b>												
Mining	142.7	142.8	142.9	143.1	134.8	134.8	134.8	134.8	152.1	152.1	152.1	152.1
Manufacturing	153.7	155.7	157.2	158.6	148.6	149.2	149.5	149.5	154.1	155.3	155.9	156.2
Food, beverages and tobacco	154.1	160.0	160.3	166.8	145.7	146.7	147.0	147.0	152.4	156.1	156.6	156.6
Textiles; Clothing and footwear	167.7	167.7	171.0	171.5	168.9	168.9	173.2	173.2	164.5	164.6	165.1	165.1
Chemicals, petroleum, coal	164.3	164.3	164.3	166.1	136.9	136.9	136.9	136.9	139.9	139.9	139.9	139.9
Metal products, machinery & equipment	151.5	153.0	154.6	154.9	150.2	150.3	150.4	150.4	144.7	144.8	145.3	145.3
Basic metal products	152.6	154.2	155.0	155.3	148.7	148.8	148.8	148.8	143.5	143.5	143.6	143.6
Fabricated metal products;												
Other machinery and equipment	154.8	155.1	157.8	158.3	154.9	154.9	155.1	155.1	139.4	140.1	141.0	141.0
Transport equipment	148.8	151.2	152.3	152.4	141.2	141.5	141.5	141.5	157.7	157.9	161.4	161.4
Other manufacturing(a)	155.7	156.1	159.2	159.4	148.6	149.7	149.9	149.9	166.4	166.6	168.9	169.1
Electricity, gas and water	149.6	150.0	150.0	150.0	138.2	138.6	138.6	138.6	138.3	138.3	138.6	138.6
Construction	149.8	150.4	150.9	151.2	146.6	147.3	147.6	147.7	151.8	152.1	152.8	152.8
Wholesale and retail trade	163.2	163.7	164.4	165.3	155.9	156.0	156.6	156.6	150.4	151.2	151.2	151.2
Wholesale trade	157.6	157.8	158.5	159.8	152.5	152.6	152.7	152.7	149.3	150.9	150.9	150.9
Retail trade	167.4	168.1	168.9	169.5	157.4	157.5	158.3	158.3	150.9	151.3	151.4	151.4
Transport and storage	145.1	145.6	145.8	145.8	143.4	144.4	144.4	144.4	147.0	150.1	150.3	150.3
Communication	135.5	135.5	135.5	135.5	136.1	136.1	136.1	136.1	135.4	135.4	135.4	135.4
Finance, property & business services	148.9	149.2	149.2	150.0	141.1	141.6	141.6	141.6	140.5	140.7	140.7	140.7
Public administration and defence	144.5	145.9	145.9	145.9	149.2	150.4	150.4	150.4	158.9	159.6	159.6	159.6
Community services	150.1	150.7	150.7	150.8	147.7	149.5	149.5	150.1	149.6	150.4	150.8	150.8
Recreation, personal and other services	151.3	152.9	152.9	154.0	159.9	161.7	162.3	162.3	159.0	161.3	162.3	162.3
<i>All industries</i>	<i>151.3</i>	<i>152.3</i>	<i>152.8</i>	<i>153.4</i>	<i>146.9</i>	<i>147.7</i>	<i>147.9</i>	<i>148.0</i>	<i>149.5</i>	<i>150.4</i>	<i>150.7</i>	<i>150.7</i>

For footnotes see end of table.

**TABLE 9. HOURLY AWARD RATES OF PAY INDEXES**  
**FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA -continued**  
**BASE : JUNE 1985 = 100.0**

Industry (ASIC)	NT			ACT			Aust.					
	1996		1997	1996		1997	1996		1997			
	June	Apr.	May	June	Apr.	May	June	June	Apr.	May	June	
<b>MALES</b>												
Mining	144.7	147.4	147.4	147.4	..	..	..	146.4	147.5	147.6	147.6	
Manufacturing	150.4	151.3	151.3	151.3	150.4	150.7	150.8	149.6	150.3	151.4	151.5	
Food, beverages and tobacco	164.3	167.4	167.4	167.4	155.1	155.1	155.1	148.5	149.3	149.7	149.9	
Textiles; Clothing and footwear	..	..	..	..	..	..	..	162.5	162.8	163.5	163.6	
Chemicals, petroleum, coal	..	..	..	..	..	..	..	143.1	143.8	145.0	145.1	
Metal products, machinery & equipment	144.2	144.2	144.2	144.2	149.2	149.3	149.5	149.6	147.7	148.5	150.0	150.1
Basic metal products	138.5	138.5	138.5	138.5	157.9	157.9	157.9	160.3	141.7	142.0	142.4	142.5
Fabricated metal products:												
Other machinery and equipment	149.9	149.9	149.9	149.9	148.7	148.9	149.0	149.0	152.0	152.4	154.9	155.0
Transport equipment	154.6	154.6	154.6	154.6	157.3	157.3	157.3	159.7	146.4	148.1	149.0	149.1
Other manufacturing(a)	147.4	147.4	147.4	147.4	141.9	141.9	141.9	141.9	153.8	154.6	156.2	156.2
Electricity, gas and water	139.2	139.5	139.5	139.5	154.5	157.6	157.6	157.6	138.1	138.4	138.4	138.7
Construction	145.0	145.5	145.5	145.5	148.2	149.5	149.5	149.6	145.3	146.2	146.9	147.0
Wholesale and retail trade	155.5	156.2	156.2	156.2	153.9	154.2	155.7	156.5	157.6	158.2	159.5	159.9
Wholesale trade	153.3	154.5	154.5	154.5	148.9	149.3	151.0	151.0	152.8	153.8	154.8	155.5
Retail trade	156.2	156.8	156.8	156.8	155.7	156.1	157.5	158.5	161.8	162.2	163.7	163.8
Transport and storage	139.3	144.7	144.7	144.7	153.0	156.0	156.0	156.0	142.1	144.4	144.7	144.8
Communication	134.6	134.6	134.6	134.6	136.3	136.3	136.3	136.3	134.9	134.9	134.9	134.9
Finance, property & business services	140.8	141.1	141.1	141.1	143.9	145.0	145.0	145.0	144.4	145.7	145.9	146.4
Public administration and defence	141.1	141.5	141.5	141.5	154.2	157.1	157.1	157.1	146.5	147.8	147.8	147.8
Community services	150.5	150.5	150.5	150.5	147.4	148.2	148.3	148.3	146.3	147.6	147.6	147.9
Recreation, personal and other services	168.0	168.0	168.0	168.0	153.8	157.0	159.1	159.1	152.2	154.7	155.8	155.9
All industries	146.2	146.8	146.8	146.8	151.0	152.9	153.2	153.3	147.2	148.2	148.8	149.0
<b>FEMALES</b>												
Manufacturing	153.5	156.1	156.1	156.1	153.6	154.4	154.8	154.8	156.2	157.7	158.9	160.0
Food, beverages and tobacco	153.5	156.1	156.1	156.1	157.9	157.9	161.8	161.8	149.8	153.1	153.5	156.0
Textiles; Clothing and footwear	..	..	..	..	165.7	165.7	170.0	170.0	164.3	164.3	165.6	165.7
Other manufacturing(a)	..	..	..	..	164.6	164.6	164.6	164.6	157.6	159.2	160.9	161.9
Wholesale and retail trade	162.9	164.4	164.4	164.4	155.9	161.5	164.2	164.6	157.7	159.1	159.5	160.6
Wholesale trade	164.1	166.1	166.1	166.1	156.0	159.3	162.2	165.2	155.5	158.2	158.5	160.7
Retail trade	162.2	163.5	163.5	163.5	155.9	161.8	164.5	164.5	158.8	159.6	160.0	160.5
Transport and storage	150.6	159.0	159.0	159.0	152.3	160.7	160.7	160.7	144.4	148.7	148.7	148.9
Communication	132.5	132.5	132.5	132.5	139.4	139.4	139.4	139.4	138.7	139.2	139.2	139.2
Finance, property & business services	149.4	150.4	150.4	150.4	146.6	148.8	148.8	148.8	148.9	150.8	150.8	152.1
Public administration and defence	146.9	147.8	147.8	147.8	156.4	159.6	159.6	159.6	152.1	154.5	154.5	154.5
Community services	150.9	150.9	150.9	150.9	144.2	144.8	144.8	144.8	152.1	154.5	154.5	155.0
Recreation, personal and other services	157.6	157.9	157.9	157.9	151.2	154.2	157.3	157.3	158.9	162.0	163.5	163.9
All industries	152.0	152.6	152.6	152.6	150.5	152.8	153.2	153.2	152.7	154.7	155.1	155.8
<b>PERSONS</b>												
Mining	144.9	147.6	147.6	147.6	..	..	..	..	146.3	147.4	147.4	147.4
Manufacturing	150.8	152.0	152.0	152.0	151.0	151.4	151.5	151.6	151.1	152.0	153.1	153.4
Food, beverages and tobacco	160.6	163.5	163.5	163.5	157.0	157.0	159.6	159.6	148.8	150.2	150.6	151.3
Textiles; Clothing and footwear	..	..	..	..	165.7	165.7	170.0	170.0	163.7	163.8	164.9	165.0
Chemicals, petroleum, coal	..	..	..	..	..	..	..	..	145.5	146.6	147.7	148.3
Metal products, machinery & equipment	144.2	144.2	144.2	144.2	149.8	150.0	150.4	150.5	148.6	149.4	151.0	151.3
Basic metal products	138.5	138.5	138.5	138.5	157.9	157.9	157.9	160.3	141.9	142.2	142.6	142.8
Fabricated metal products:												
Other machinery and equipment	149.9	149.9	149.9	149.9	149.4	149.6	150.0	150.0	152.4	153.1	155.5	155.9
Transport equipment	154.6	154.6	154.6	154.6	157.3	157.3	157.3	159.7	147.4	149.0	150.1	150.2
Other manufacturing(a)	147.4	147.4	147.4	147.4	144.9	144.9	144.9	144.9	154.5	155.4	157.0	157.2
Electricity, gas and water	139.2	139.5	139.5	139.5	154.2	157.2	157.2	157.2	138.1	138.4	138.4	138.7
Construction	145.8	146.2	146.2	146.2	148.3	149.7	149.7	149.8	145.7	146.8	147.4	147.6
Wholesale and retail trade	158.2	159.3	159.3	159.3	154.6	156.8	158.7	159.3	157.6	158.5	159.5	160.1
Wholesale trade	158.0	159.5	159.5	159.5	150.2	151.2	153.1	153.7	153.5	155.0	155.8	156.9
Retail trade	158.3	159.1	159.1	159.1	155.8	158.3	160.3	160.8	160.6	161.2	162.2	162.5
Transport and storage	141.5	147.5	147.5	147.5	152.9	156.6	156.6	156.6	142.4	144.9	145.2	145.3
Communication	134.4	134.4	134.4	134.4	137.0	137.0	137.0	137.0	135.8	135.9	135.9	135.9
Finance, property & business services	144.9	145.5	145.5	145.5	145.6	147.4	147.4	147.4	146.6	148.2	148.3	149.2
Public administration and defence	143.4	144.0	144.0	144.0	155.1	158.1	158.1	158.1	147.9	149.5	149.5	149.5
Community services	150.8	150.8	150.8	150.8	145.9	146.7	146.7	146.7	149.4	151.3	151.3	151.7
Recreation, personal and other services	160.9	161.2	161.2	161.2	153.3	156.4	158.8	158.8	155.2	158.1	159.3	159.6
All industries	148.4	149.0	149.0	149.0	150.8	152.8	153.2	153.2	148.9	150.2	150.7	151.1

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing.

**TABLE 10. WEEKLY AWARD RATES OF PAY INDEXES  
FULL-TIME ADULT EMPLOYEES : INDUSTRY (ANZSIC), AUSTRALIA  
BASE : JUNE 1985 = 100.0**

	1996							1997						
Industry (ANZSIC)	June	July	Aug.	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	
MALES														
Mining	146.1	147.1	147.1	147.1	147.1	147.1	147.2	147.2	147.2	147.2	147.2	147.2	147.2	
Manufacturing	148.2	148.3	148.4	148.4	148.6	148.6	148.7	148.8	148.8	148.9	148.9	149.9	150.0	
Electricity, gas and water	137.9	138.0	138.0	138.0	138.0	138.0	138.2	138.2	138.2	138.2	138.2	138.2	138.5	
Construction	144.8	145.2	145.2	145.2	145.4	145.4	145.5	145.6	145.6	145.7	145.7	146.4	146.4	
Wholesale trade	150.1	150.2	150.2	150.2	150.2	150.3	150.4	150.4	150.4	151.0	151.0	152.0	152.6	
Retail trade	157.1	157.3	157.3	157.3	157.3	157.4	157.4	157.4	157.4	157.5	157.5	158.9	159.0	
Accommodation, cafes and restaurants	154.2	154.2	154.3	155.4	155.5	155.5	155.7	156.6	156.7	156.8	156.8	158.1	158.3	
Transport and storage	140.5	140.6	140.6	141.4	142.2	142.2	142.7	142.7	142.7	142.7	142.7	143.1	143.1	
Communication services	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	134.9	
Finance and insurance	140.9	141.4	141.4	141.4	141.4	141.4	141.5	141.5	141.5	141.6	141.6	141.6	141.6	
Property and business services	146.7	146.8	146.8	146.9	147.3	147.6	147.9	147.9	147.9	148.7	148.7	149.0	149.8	
Government administration and defence	146.1	146.4	146.4	146.4	147.2	147.2	147.3	147.4	147.4	147.4	147.4	147.4	147.4	
Education	143.8	144.1	144.1	144.1	144.2	144.5	144.6	144.6	144.6	144.7	144.7	144.7	145.1	
Health and community services	145.1	145.6	145.7	145.7	145.9	146.1	146.4	146.5	146.5	146.8	146.8	146.9	146.9	
Cultural and recreational services	141.7	142.7	142.8	142.8	143.2	143.2	143.3	143.3	143.3	143.5	143.5	143.6	143.7	
Personal and other services	147.2	147.4	147.5	147.6	147.6	147.9	148.2	148.2	148.2	148.4	148.4	148.5	148.6	
All industries	145.8	146.0	146.0	146.2	146.4	146.4	146.6	146.6	146.6	146.8	146.8	147.3	147.5	
FEMALES														
Mining	141.9	142.1	142.1	142.1	142.1	142.1	142.1	142.1	142.1	142.3	142.3	142.3	142.7	
Manufacturing	153.7	153.8	153.8	153.8	153.9	153.9	154.0	154.0	154.0	155.2	155.2	156.4	157.5	
Electricity, gas and water	137.7	137.8	137.8	137.8	137.9	137.9	138.1	138.1	138.1	138.1	138.1	138.1	138.1	
Construction	148.0	148.5	148.5	148.5	148.8	148.8	148.9	149.0	149.0	151.2	151.2	151.3	153.2	
Wholesale trade	149.9	149.9	150.0	150.0	150.1	150.1	150.1	150.2	150.2	152.4	152.4	152.7	154.8	
Retail trade	154.0	154.1	154.1	154.1	154.2	154.2	154.2	154.2	154.3	154.7	154.7	155.1	155.6	
Accommodation, cafes and restaurants	156.6	156.8	156.8	157.4	158.0	158.0	158.3	158.9	159.0	159.1	159.1	161.0	161.1	
Transport and storage	141.8	142.1	142.1	142.3	146.1	146.1	146.1	146.1	146.1	146.3	146.3	146.3	146.5	
Communication services	138.6	138.6	138.6	138.6	139.0	139.0	139.0	139.0	139.0	139.0	139.0	139.0	139.0	
Finance and insurance	143.6	144.1	144.1	144.1	144.1	144.1	144.2	144.2	144.2	144.8	144.8	144.8	145.4	
Property and business services	145.2	145.3	145.3	145.3	145.5	145.6	145.7	145.7	145.7	147.6	147.6	147.6	149.5	
Government administration and defence	151.9	152.3	152.3	152.3	154.1	154.1	154.3	154.4	154.4	154.4	154.4	154.4	154.4	
Education	148.2	148.3	148.3	148.3	148.4	148.7	148.9	148.9	148.9	149.0	149.0	149.0	149.6	
Health and community services	153.2	153.6	153.6	153.7	153.8	154.5	154.8	155.2	155.2	156.4	156.4	156.5	156.8	
Cultural and recreational services	146.0	146.7	146.7	146.7	147.1	147.1	147.1	147.3	147.3	147.6	147.6	147.6	148.3	
Personal and other services	151.1	151.7	151.8	151.8	151.9	151.9	152.4	152.5	152.5	152.8	152.8	153.0	153.5	
All industries	150.1	150.3	150.3	150.4	150.7	150.9	151.1	151.2	151.2	152.0	152.0	152.3	153.0	
PERSONS														
Mining	145.8	146.8	146.8	146.8	146.8	146.9	146.9	146.9	146.9	146.9	146.9	146.9	147.0	
Manufacturing	149.4	149.5	149.6	149.6	149.8	149.8	149.9	149.9	149.9	150.3	150.3	151.4	151.7	
Electricity, gas and water	137.9	138.0	138.0	138.0	138.0	138.0	138.2	138.2	138.2	138.2	138.2	138.2	138.5	
Construction	145.0	145.4	145.4	145.4	145.6	145.6	145.8	145.8	145.8	146.0	146.0	146.7	146.9	
Wholesale trade	150.0	150.1	150.1	150.1	150.2	150.2	150.3	150.3	150.3	151.4	151.4	152.2	153.2	
Retail trade	155.9	156.1	156.1	156.1	156.1	156.1	156.2	156.2	156.2	156.4	156.4	157.4	157.7	
Accommodation, cafes and restaurants	155.4	155.4	155.5	156.3	156.6	156.7	157.0	157.7	157.7	157.9	157.9	159.5	159.6	
Transport and storage	140.7	140.7	140.8	141.5	142.7	142.7	143.1	143.1	143.1	143.2	143.2	143.5	143.5	
Communication services	135.7	135.7	135.7	135.7	135.8	135.8	135.8	135.8	135.8	135.9	135.9	135.9	135.9	
Finance and insurance	142.3	142.7	142.7	142.7	142.7	142.7	142.8	142.8	142.8	143.1	143.1	143.2	143.5	
Property and business services	146.0	146.1	146.2	146.2	146.5	146.7	146.9	146.9	146.9	148.2	148.2	148.4	149.6	
Government administration and defence	147.5	147.8	147.8	147.8	148.9	148.9	149.0	149.1	149.1	149.1	149.1	149.1	149.1	
Education	146.0	146.2	146.2	146.2	146.2	146.6	146.7	146.8	146.8	146.8	146.8	146.9	147.3	
Health and community services	150.7	151.1	151.2	151.2	151.3	151.9	152.2	152.5	152.6	153.5	153.5	153.5	153.7	
Cultural and recreational services	143.1	144.0	144.1	144.1	144.5	144.5	144.5	144.6	144.6	144.8	144.8	144.9	145.2	
Personal and other services	148.3	148.6	148.7	148.8	148.8	149.1	149.4	149.4	149.4	149.7	149.7	149.8	150.0	
All industries	147.1	147.3	147.4	147.5	147.7	147.8	148.0	148.1	148.1	148.4	148.4	148.9	149.2	

# EXPLANATORY NOTES

## INTRODUCTION

**1** This publication contains indexes for weekly and hourly award rates of pay for full-time adult wage and salary earners. These indexes have been compiled on a monthly basis since the base month of June 1985.

**2** The methodology used to construct the Award Rates of Pay Indexes is in general similar to that used for other indexes such as the Consumer Price Index and the Producer and Foreign Trade price indexes. It is based on a representative 'basket' of award classifications. The indexes are constructed by weighting award rates of pay for selected classifications according to the pattern of employee coverage that existed at May 1985. The 'basket' of classifications, and their weights remain constant during the life of the indexes, so changes in the indexes reflect general *trends* in award rates of pay over time. They do not measure relative *levels* of average award rates of pay between States, industries, awards and occupations.

**3** All award rates of pay series are expressed as index numbers with a reference base of June 1985 = 100.0. The base for the new series of June 1985 was determined using data obtained from the Survey of Employee Earnings and Hours conducted in May 1985.

**4** The December 1987 issue of this publication contains the first release of these series. That issue provides a large number of series covering the period from June 1985, as well as four appendixes containing:

- distribution of the weights used to construct the indexes;
- weighted average minimum standard hours at the base period;
- weighted average minimum award rates of pay at the base period; and
- factors for linking the current and previous series.

**5** These series replace an earlier series which covered the period June 1976 to November 1987. For more information regarding the methodological and conceptual differences between the previous series and the current series, refer to *Information Paper: Award Rates of Pay Indexes* (6343.0) released on 11 February 1988.

## SCOPE AND COVERAGE

**6** The award rates of pay for full-time adult employees, which are normally varied in accordance with awards, determinations or registered collective agreements, have been selected in the indexes. As at June 1985, the indexes cover 3.0 million persons (2.1 million males and 0.9 million females). Approximately 3% of full-time adult employees were covered by unregistered agreements (i.e. those agreements made by an employer with a group of employees and which are not registered with a federal or State wage fixing authority). For statistical purposes these have been considered to be similar to awards. The rates prescribed in the more important of these, such as the collective agreement between the State Transport Authority of Victoria and some of its employees, have been included in the indexes.

**7** Rates of pay applicable to approximately 16% of full-time adult employees (as at June 1985) who are not covered by awards, determinations or registered or unregistered collective agreements, are not covered by the indexes. This includes those employees whose rates of pay and conditions of work are not normally varied in accordance with variations in a specific federal or State award, determination or registered collective agreement or a specific unregistered agreement.

## EXPLANATORY NOTES *continued*

### COLLECTION OF AWARD INFORMATION

**8** Information on award rates of pay for selected classifications is obtained from a variety of sources. The primary updating sources are advices of award variations determined or authorised by industrial tribunals. Information obtained by these means is used to update award rates of pay for each selected classification on a monthly basis and used for the compilation of the monthly indexes.

### DESIGN OF THE INDEXES

#### Selection of the classifications

**9** The source used to base the indexes is the May 1985 Survey of Employee Earnings and Hours. The Survey collected information on the industry and occupation of individual employees, the award under which they are covered and their award classification.

**10** This information was used to stratify classifications by industry, occupation and State as part of a sample design which ensured that the indexes have been produced at a satisfactory level of reliability for all cross-classifications included in the series.

**11** A sample of approximately 700 awards and 5,500 award classifications were selected for inclusion in the indexes. The indexes exclude:

- members of the Australian permanent defence forces;
- employees of businesses primarily engaged in agriculture, forestry, fishing and hunting;
- employees in private households employing staff;
- employees of overseas embassies, consulates, etc.;
- employees based outside Australia;
- employees on workers' compensation who are not paid through the payroll;
- directors who are not paid a salary;
- proprietors/partners of unincorporated businesses who are not paid a salary;
- self-employed persons such as subcontractors, owner/drivers, consultants and persons paid solely by commission without a retainer.

#### Compilation

**12** Data on the award rates of pay from June 1985 and subsequent months have been compiled for each of the selected award classifications. Estimates of weighted average award rates were calculated by expanding data from the sample of award classifications. The estimates for June 1985 for each component of the series were then converted to an index value of 100.0.

#### Weighting

**13** The weighting pattern of the indexes is determined at the award classification level. The weights applied to the award classifications included in the indexes are derived from the May 1985 Survey of Employee Earnings and Hours. The distribution of the weights used in the construction of the indexes is shown in Appendix A of the December 1987 issue of this publication.

**14** Awards have been divided into two groups, 'major' awards and 'minor' awards, depending on the estimated number of employees covered by each award. All 200 major awards have been included in the indexes, while only a sample of approximately 500 minor awards have been included. For classifications selected within major awards, the employees benchmarks have been inflated in the indexes to account for the total number of employees within the award. For classifications selected within minor awards, the benchmarks have been inflated in the indexes to account for the total number of employees covered by all minor awards.

## Limitations of weighting

**15** The indexes are fixed weight indexes. The weights of the indexes need to be reviewed periodically because of the problems inherent with having fixed weight indexes. In particular, the indexes are not responsive to changes in the structure and coverage of awards, and are likely to become less representative and therefore less reliable over time.

**16** An example of this type of problem occurred with the Victorian Nurses Award. This award underwent a major restructuring during 1986 with some classifications being amalgamated and others being split into two or more classifications. This type of restructuring of an award in the indexes means that an equivalent classification needs to be selected from the revised award structure. However, until a complete review of the indexes is carried out, the old weighting structure must be used.

## ENTERPRISE BARGAINING

**17** Payments and conditions of employment specified under formalised enterprise bargaining awards and agreements established since October 1991 are generally excluded from the compilation of these indexes. Awards included in the index are a large sample of the awards in existence in May 1985. Thus, the indexes exclude any awards coming into effect since that time, except where an old award has been completely superseded by a new award or agreement. A new award used in the index will assume the weights applied to the old award it replaces.

**18** Similarly, as at 1 March 1993 all Victorian State awards ceased to exist and changes from this source will not be reflected in the indexes unless an expired award is superseded by a new award. An example is the (former) Victorian State Public Service Determinations (Salary Schedules). These determinations have been replaced by the Public Service (Non Executive Staff - Victoria) Interim Award 1996 which is administered under the Commonwealth *Workplace Relations Act 1996*. As part of the preparation of the indexes for the June 1997 edition of this publication, a number of backdated wage increases were incorporated in this award. Increases incorporated in awards such as in this award have caused variations in the Victorian award rates of pay indexes and other indexes in this publication.

**19** The fixed weighting of the sample of awards selected in the Award Rates of Pay Indexes affects the treatment of formalised enterprise bargaining. Where any award in the sample includes some employees involved in the formalised enterprise bargaining process, any increase in rates in that award approved by a federal or State industrial tribunal will be applied according to the total number of employees recorded for that award in May 1985.

**20** The \$8 'safety net' pay rises resulting from the October 1993 Review of Wage Fixing Principles and subsequent decisions are reflected in the Award Rates of Pay Indexes for ALL employees covered by awards whose application for a wage rise is ratified by the appropriate federal or State arbitral authorities. This includes all employees formerly covered by Victorian State awards as well as all employees covered by awards but involved in the enterprise bargaining process. The current index methodology does not allow these employees to be excluded. Consequently these award rates of pay are varied using the existing weights i.e. total number of employees as at May 1985.

## REVISION OF THE INDEXES

**21** In some cases, when awards etc. are varied, the new award rates are made retrospective. In addition there is sometimes a considerable delay in the receipt of notification of changes in award rates in respect of the award classifications included in the indexes. Because of these factors the figures in this publication are subject to revision. Revisions for States, industries and occupations are included in this publication. Revised figures for each industry and occupation group in each State are available on request.

## DEFINITIONS

**22** The *award rates of pay* used in the compilation of the indexes:

### INCLUDE

- the base rate and any allowances or loadings that are applicable to ALL employees under a specific award classification (e.g. industry allowance); and
- supplementary payments when they are specified within the award.

### EXCLUDE

- remunerative allowances. It is considered that these allowances are paid to reimburse employees for expenses they are expected to incur during the course of their employment (e.g. tool allowances). The inclusion of these allowances would not reflect the true level of remuneration of these employees;
- superannuation payments and other payments such as severance and termination payments which are paid to employees as part of an award agreement; and
- payments negotiated under formalised enterprise bargaining awards and agreements that were established since October 1991. See paragraph 17 of the Explanatory Notes.

**23** Estimates of *standard weekly hours of work* previously included as an appendix to the June and December issues of this publication can now be obtained on request via a special data service. Inquiries should be made to Patricia Dopita on (06) 252 6695. These estimates apply to all wage and salary earners where standard hours are specified in the award etc. They refer to weighted average standard weekly hours of work where the weighting is based on the weights used for the construction of the award rates of pay indexes.

**24** Estimates of the *weighted average minimum weekly award rates of pay* are based on the weights used in the construction of the award rates of pay indexes. The weighted average minimum award rates of pay at the base period are included as Appendix C of the December 1987 issue of this publication.



## EXPLANATORY NOTES *continued*

### RELIABILITY OF INDEXES

**25** Since the indexes are based on information obtained from a sample of employers they are subject to sampling variability. That is, they may differ by chance from figures that would have been produced if all employers had been included in the survey.

**26** Inaccuracies may also occur because of imperfections by respondents or in processing by the ABS. Inaccuracies of this kind are referred to as *non-sampling errors*. Although considerable care is taken in questionnaire design; in the instructions given to employers on how to select a sample of their employees; in editing the survey returns; and in relating the figures to comparable statistics, these inaccuracies may occur in any enumeration, whether it be a full count or a sample. As an example, non-sampling error may occur in the survey where employers are uncertain of the precise awards and classifications which cover their employees.

### COMPARABILITY OF RESULTS

**27** For an explanation of the comparability of results between the Award Rates of Pay Indexes and Average Weekly Ordinary Time Earnings (as published in ABS Catalogue Nos. 6301.0 and 6302.0) see the November 1993 issue of this publication.

### CLASSIFICATION OF INDUSTRY

**28** Industry is classified according to the *Australian Standard Industrial Classification (ASIC), 1983* (1201.0), for the majority of the tables presented in this publication. From the November 1996 issue of this publication, industry information shown in Table 10 is classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC); for more details refer to *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (1292.0). ANZSIC industry estimates back to June 1985 were produced by developing a concordance between ASIC and ANZSIC estimates.

### CLASSIFICATION OF OCCUPATION

**29** Occupation is classified according to the *Australian Standard Classification of Occupations (ASCO) — first edition* (1222.0).

### RELATED PUBLICATIONS

**30** For details of previously published indexes reference should be made to previous issues of this publication and the following publications:

- For the period March 1939 to June 1965: *Minimum Wage Rates* (6313.0)
- For the period June 1965 to June 1972: *Wage Rates Indexes* (6314.0)
- For the period July 1972 to June 1975: *Wage Rates and Earnings* (6312.0)
- For the period July 1975 to August 1982: *Wage Rates Indexes* (6312.0)
- For the period September 1982 to November 1987: *Award Rates of Pay Indexes, Australia* (6312.0).

**31** Users may also be interested in the following publications and standard data services:

- *Information Paper: Award Rates of Pay Indexes* (6343.0)
- *Employee Earnings and Hours, Australia, Preliminary* (6305.0) — issued biennially
- *Employee Earnings and Hours, Australia* (6306.0) — issued biennially
- *Average Weekly Earnings, Australia, Preliminary* (6301.0) — issued quarterly
- *Average Weekly Earnings, States and Australia* (6302.0) — issued quarterly
- *Average Weekly Earnings, Australia, 1941–1990* (6350.0)
- *Award Coverage, Australia, May 1990* (6315.0)
- *Industrial Disputes, Australia* (6321.0) — issued monthly
- *Industrial Disputes, Australia* (6322.0) — issued annually
- *Trade Union Statistics, Australia* (6323.0) — irregular
- *Trade Union Members, Australia* (6325.0) — issued biennially
- *Labour Costs, Australia* (6348.0) — irregular
- *Labour Statistics, Australia* (6101.0) — issued annually
- *Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs — A Guide to Their Concepts, Measurements and Usage*

**32** Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Release Advice are available from any ABS office.

## UNPUBLISHED STATISTICS

**33** In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, computer printout, clerically-extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries for unpublished statistics related to this publication should be made to Patricia Dopita on (06) 252 6695, or to Information Services in the nearest ABS office.

### EFFECTS OF ROUNDING

**34** As the indexes are rounded to one decimal place, discrepancies may occur between the published annual percentage changes in tables 1, 4, 5 and 6 and the value which would be produced by calculating the percentage change from the published statistics.

## GLOSSARY

Hourly award rates of pay	The <i>hourly award rates of pay series</i> for full-time adult employees provide details of the movements in the hourly rates of pay for award classifications included in the index. These series include only those awards and classifications where hours of work are specified in the award.
Index number series	A series of numbers measuring movement over time from a base period value. The base value is normally represented by an index number of 100.0.
Industry	Industry is classified according to the <i>Australian Standard Industrial Classification (ASIC), 1983 (1201.0)</i> and the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993 (1292.0)</i> .
Occupation	Occupation is classified according to the <i>Australian Standard Classification of Occupations (ASCO) — first edition (1222.0)</i> .
Percentage change	The change in an index series from one period to another expressed as a percentage of its value in the first of the two periods.
Rebase	To change the reference base period of an index number series.
Reference base	The period for which an index series is given the value of 100.0.
Standard weekly hours of work	Estimates of <i>standard weekly hours of work</i> apply to all wage and salary earners where standard hours are specified in the award etc. They refer to weighted average standard weekly hours of work where the weighting is based on the weights used for the construction of the award rates of pay indexes.
Weekly award rates of pay	The <i>weekly award rates of pay series</i> for full-time adult employees provide details of the movements in the weekly rates of pay for award classifications included in the index.

## For more information . . .

The ABS publishes a wide range of statistics and other information on Australia's economic and social conditions. Details of what is available in various publications and other products can be found in the ABS Catalogue of Publications and Products available from all ABS Offices.

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